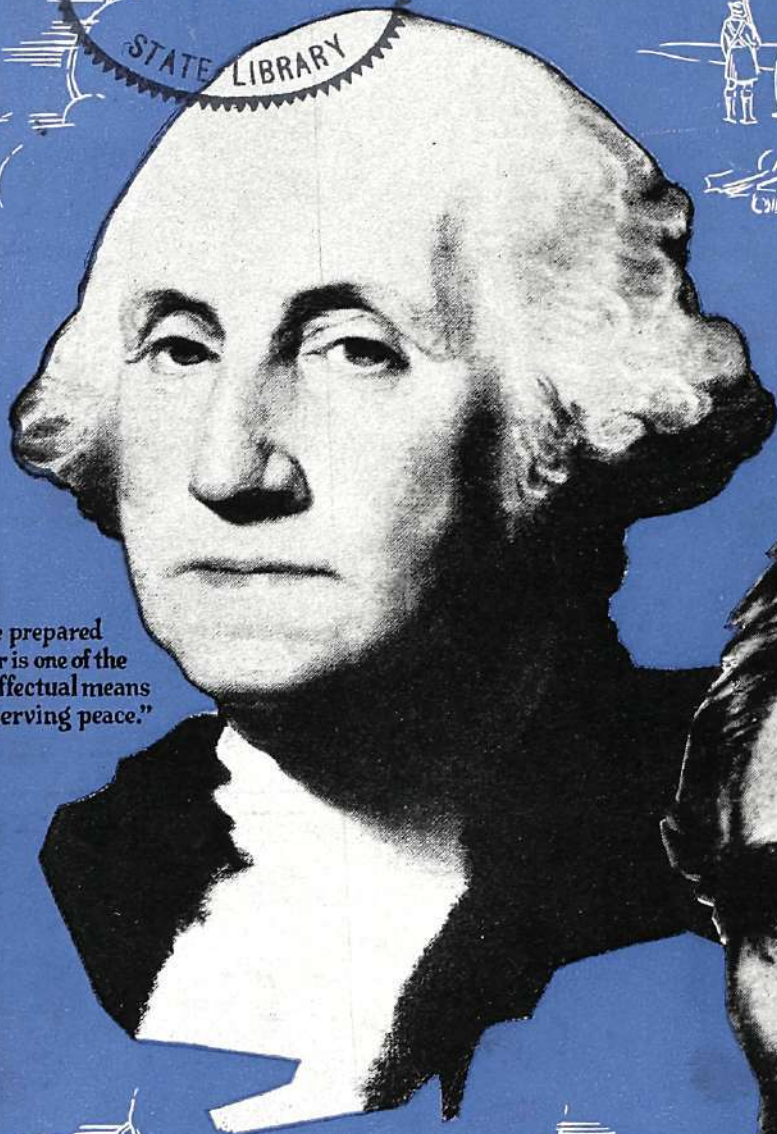


THE STATE EMPLOYEE

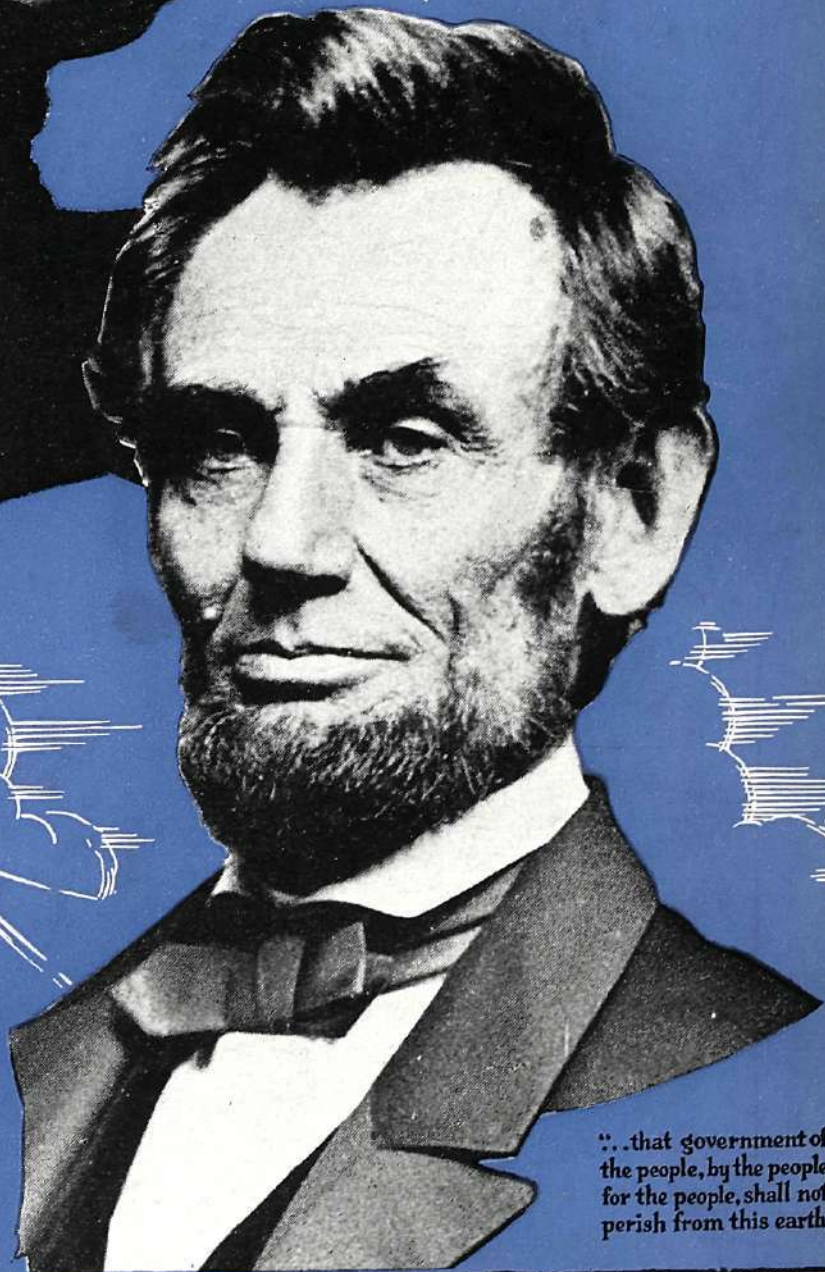
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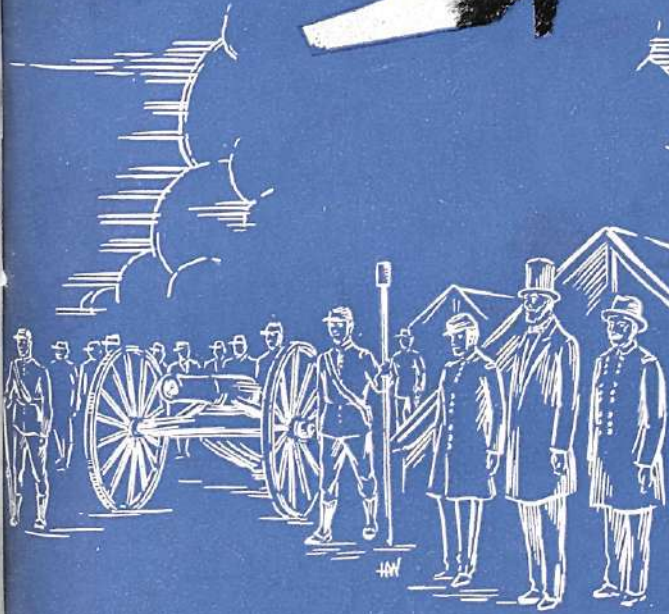
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FEBRUARY 1942

VOLUME 11

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JOHN J. HYLAND, Manager

The State Employee

VOL. 11, Number 2

FEBRUARY, 1942

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Gov. Lehman Hears Plea FOR EXTENSION OF FELD-HAMILTON LAW TO INSTITUTIONAL WORKERS

Governor Lehman met with representatives of the Association and representatives of the Association of Employees of the Department of Mental Hygiene on Monday afternoon, February 2nd, to discuss the highly important subject of the extension of the Feld-Hamilton Career Law to the employees of the mental hygiene institutions located throughout the State. Director of the Budget J. Buckley Bryan was also present at the conference.

Representatives of the Association included President Harold J. Fisher, Chairman of the Legislative Committee, William F. McDonough; Chairman of the Salary Committee, Dr. Frank L. Tolman; Counsel John T. DeGraff; Vice-President John L. Livingstone; and Executive Secretary Joseph D. Lochner.

Representatives of the Association of Employees of the Department of Mental Hygiene who attended included: President John McDonald, Rochester State Hospital; Vice-President John L. Livingstone, Hudson River State Hospital; Secretary-Treasurer Lucy S. Baumgrass, Marcy State Hospital; and the following delegates: Mrs. Cathryn Jones, Utica State Hospital; Owen Jones, Rome State School; Sam W. Silver, Manhattan State Hospital; David Rodgers, Buffalo State Hospital; Jesse Davis, Pilgrim State Hospital; and C. Gilbert Beck, St. Lawrence State Hospital.

President Fisher stated to the Governor that since the adoption of the Feld-Hamilton Law and its application to the departmental service, the effectiveness of the law in increasing efficiency and improving morale in State service was so apparent that

the Association has sought each year to have the present unsatisfactory salary pattern now in effect for institution employees replaced by the Feld-Hamilton Plan. He advised the Governor that the various studies made by the Association have indicated that the extension of the law is entirely practical. Counsel DeGraff, Dr. Tolman and Mr. McDonough discussed the features of the proposed plan and dwelt upon the necessity of raising the standards of pay for this very low salaried group.

Mr. McDonald, Mr. Silver, Mrs. Baumgrass, Mrs. Jones, Mr. Jones and Mr. Davis told the Governor of the difficulties of institutional workers under the present complicated compensation-maintenance-commutation plan under ordinary circumstances, and they emphasized the distressing effect upon the institutional service of war conditions under which military demands and the competition of industrial activity have depleted the ranks of institutional workers and drained all available sources for renewing those ranks. The threat to the quality of service to patients and to the general morale of workers was cited. The Governor's attention was called to the fact that the State Civil Service Commission recently announced an examination for the position of Hospital Attendant, to which applicants only 16 years of age were admitted and to the unfairness of expecting immature employees of that age to show the good judgment and the extreme care required to adequately care for the mentally ill wards of the State.

The conference lasted nearly two hours and the Governor evinced

great interest in every phase of the proposal. The question of the value of the various types of maintenance accorded these employees, as well as the matter of classification of the many positions involved in caring for thousands of patients, so that the career service principle of like pay for like work may prevail, it was generally agreed were the most serious immediate tasks. The representatives present expressed the view that the justice of affording prompt relief for the workers concerned is so apparent, and the need for recruitment of additional employees, is so imperative that further delay in beginning the plan would but extend the present unsatisfactory condition.

At the conclusion of the conference the Governor expressed his sympathetic interest in the proposal, but explained that he was as yet unable to say definitely how, or how quickly, the plan could be worked out.

The Association is encouraged by the attention given to the problem by the Governor as well as by many members of the Legislature. Every effort will be made to furnish facts and figures to budgeting and legislative authorities to show that the application of career service principles and practices to all State workers is not only feasible but wholly desirable and in the interest of efficiency and economy. Every State employee is urged to exert himself or herself to advancing this first objective of the Association's program during the present year. Unity is vital. Institution workers everywhere should take an active interest in promoting this sound reform.

The Salary Adjustment Bill

SPONSORED BY THE ASSOCIATION

BY HAROLD J. FISHER
President

The budget submitted by Governor Lehman to the Legislature on January 26th will regulate all State expenditures, including the salaries of State employees, until July 1, 1943. Since no one can foresee what the cost of living will be in the latter part of 1942, much less in 1943, it is evident that some far-sighted plan must be adopted to adjust the salaries of State employees to meet a situation which is already serious and which threatens to become even more critical.

To Civil Service employees, the future looks dark and ominous. They face three inescapable realities:

1—**The cost of living has risen over 10% in the past eight months and is still rising at the rate of over 1% per month.** Price Administrator Henderson estimates that the cost of living will continue to rise to 20% by spring. No one can foretell to what greater heights it may soar in 1943. The cost of food has already risen over 22%. Wholesale prices, which are up 25% to 30%, will soon be reflected in still higher retail prices. In his message to the Legislature, Governor Lehman took cognizance of increased living costs in recommending an approximate three million dollar increase in appropriations for additional costs of food, fuel and supplies for State institutions. The present rise closely follows the pattern of World War I when the cost of living in 1914 had increased over 50% by 1918.

2—**State employees are prohibited from receiving any compensation whatsoever for overtime.** "Time and one-half for overtime" is the accepted practice for all employers except the State of New York which is prohibited by the Constitution from paying any extra compensation for overtime work. Thousands of State employees are now working in excess of their regular hours and they must look forward to more and more overtime as departments and institutions become more and more understaffed by the resignation of hundreds of employees who are enter-

ing military service and defense projects in ever increasing numbers. In the State hospitals alone, there are over 1,100 vacancies which cannot be filled at existing inadequate wage scales. In many of the hospitals the staffs have been so reduced that in some wards one attendant is responsible for the care of 75 insane patients.

3—**The Salaries of State employees cannot be permitted to remain stationary while salaries in private employment constantly rise with the increased cost of living.** During the past year, earnings in manufacturing industries have increased over 20%. The national income has increased over 21%. Farm prices are still rising and the ceiling proposed by Congress is still far above present price levels. The wage scale for the 50,000 employees of the State is barely sufficiently to meet normal living expenses. **Few citizens realize that 80% of the employees of the State receive salaries of less than \$2,000 per year.** It is simply impossible for (these) employees to meet increased living costs on their present salaries. Hundreds have already resigned to accept higher wages in private employment. Many hundreds more will be forced to resign in the coming months unless some equitable salary adjustment formula can be devised and enacted.

While the Association favors the elimination of all non-essential spending during the present emergency, we must recognize that we cannot eliminate expenditures which are necessary for the health, welfare and morale of the employees of the State. Such expenditures, as Gov. Lehman has said, "are just as vital to victory as planes and bullets." State employees are willing to bear their part in the common sacrifices demanded of all citizens in these dangerous days, but they recognize that overworked, and underpaid employees are a liability rather than an asset, a danger rather than a protection to the people of the State.

The Association, after months of research and study, has devised a plan which will, we believe, receive

the outspoken approval of the public as well as the Legislature and furnish a sound and equitable basis to adjust salaries, not only for the immediate present, but for the duration of the emergency. The basic principles of this plan may be briefly summarized:

1—Salaries of State employees would be calculated in terms of **real wages**, not **money wages**. An employee would receive the same buying power rather than the same amount of dollars by adjusting salaries to correspond with fluctuations in the cost of living.

2—Salaries would rise as the cost of living rises and fall as the cost of living falls. The essential fairness of the proposal is demonstrated by the fact that the plan provides for an automatic **reduction** in wages, as the cost of living drops, as well as an automatic increase in wages when the cost of living rises. Such increases are definitely labeled as temporary adjustments, and do not affect pension contributions or retirement allowances which continue to be based upon present basic salaries.

3—Increases would be based upon need and given to employees in the lower brackets at a higher proportionate rate than to employees in the higher brackets. Adjustments are proposed at the rate of 10% on salaries below \$2,000; 5% on salaries from 2,000 to \$5,000; and 2½% on salaries over \$5,000. The first adjustment would become due when the cost of living rises 15% above the normal cost of living for the period from 1935 to 1939, and additional adjustments would be payable thereafter if the cost of living rises an additional 10%. An equal adjustment downward is provided whenever the cost of living drops 10%. No adjustments would be made unless and until living costs rise 15% above normal living costs.

4—The plan would be a long range, scientific and permanent solution of the salary problem. It does not involve hit-or-miss, guess work adjustments, nor is it a new and untried experiment. A similar plan has been in operation in the City of

(Continued on page 46)

The Budget Message

OF GOVERNOR LEHMAN

BY BEULAH BAILEY THULL

Without doubt Governor Lehman's Budget message will be of more interest to us State employees as we are part and parcel of it than his Annual message to the Legislature, but in the latter there is also a message for every employee. It is not a message to us as State employees, but to us as citizens of New York State and the United States. Both messages are war messages as the Governor states so tersely, "We are at war." His message as contained in the following paragraphs is one which will make us all think of our country first and ourselves second. Quoting from the Annual message to the Legislature:

" . . . It is a war of freedom against tyranny. On the side of our country are all the free people of the world fighting for freedom, for security, for decency and the dignity of man. Against us are arrayed the Nazi tyrants and their jackals, determined to foist on the entire world a system of cruel slavery which they boast will last for a thousand years.

"Make no mistake about this. It is a war of extinction. Freedom and slavery can no longer exist side by side in a world which calls itself civilized . . .

" . . . On the outcome of this struggle depends everything that America holds sacred. On the outcome of this struggle depends the liberation of all the liberty-loving people of the world. Our obligation to our own people and to the peoples of the world is great and historic.

"We face this obligation—we face this greatest challenge of our history with competence and confidence . . .

"The task ahead of us will be long and difficult. We face an ordeal which means blood and toil and sweat and tears—for our nation as it has for Great Britain. Our people face months and perhaps years of sacrifice of our present businesses and undertakings and in many cases, sacrifice of life. That is the price of survival. It is not too great a price for Americans to pay for their freedom.

"What does this mean to the people of New York State? It means far greater curtailment of civilian industry than we have ever known. It means conversion of civilian productive facilities to the making of war materials on a much wider scale than we have ever conceived. Strategic and essential supplies will be allocated only to armaments. It means the spread of war production to the smallest factories and shops, to every plant and person capable of contributing in the slightest way to victory.

" . . . In simple terms—and we owe too great a responsibility to the people of New York to hide the truth from them behind rhetoric—in simple terms it means that some of us are going to be put out of business and some of us are going to lose our jobs. We are going to pay higher prices for food and clothing. For most of us there will be no more new automobiles, no more refrigerators, no more aluminum utensils, no more rubber tires, no more silk stockings and no more of lots of other things. Opportunities for education will be reduced, social progress slowed down and our privileges limited. It means that our government is going to dig deeper and deeper and deeper into our pockets to pay the cost of the war.

"Unfortunately, some will bear heavier burdens than others. Those in non-essential industries will lose business while war enterprises prosper. Employees in some industries will lose their jobs while others enjoy higher pay. Many of our people will pay higher living costs without sharing in the higher income from war industries. There will be sacrifice and grief and hardship aplenty for some—while others enjoy a measure of prosperity. The common good of all will force unequal burdens. In the last analysis everyone will be proud to carry his fair share of the common burden . . ."

Now for the Budget message. The Budget carries a reduction of \$5. million. Last year the total was \$385.7 million, this year \$380.7 million. The reduction in the various fields of government is really greater

than the \$5. million because there are definite increases in a few specified items. I refer to \$5. million for defense, a \$3.3 million increase in debt service due not to increased debt but rather to the fact that some obligations were met last year from the grade crossing elimination debt fund. The increased cost of living will cost more for maintenance in institutions. That increase is estimated at \$3.1 million.

In the preamble of the Governor's Budget he recommends a 25% reduction in the income tax effective April 15 of this year. That is the date our first tax payment on 1941 income is due. In the lowest bracket this would mean a reduction of 50% over the tax paid last year. The rate for the lowest bracket is 2%. Last year we paid an additional 1% emergency tax not effective this year. With the 25% reduction, in the 2% bracket, the rate is 1½% this year as against 3% last year. The Governor further recommends that this same reduction be granted for the income tax payable in 1943.

There has been much argument in regard to the lack of equity in not permitting the taxpayer of New York State to deduct from his gross income the Federal income tax. Most of the arguments for this lie in the field of theory. The Governor states in his message that only 5% of the income taxpayers of New York State have incomes above \$10,000. If these Federal deductions were allowed 90% of the deductions would be on incomes above \$10,000. This would mean that 5% of the income taxpayers of New York State would be receiving 90% of the deductions. As it is in the Governor's plan, every taxpayer's burden is lessened as far as the State income tax is concerned. But we all know it will take this 25% plus many more dollars to pay this year's Federal income tax.

The Governor approves of the plan long advocated by Assemblyman Moffat that our fiscal year be changed from July 1 to April. This change would take place April 1, 1944, which would be in our next fiscal period. After that date our

income tax will be payable in quarterly installments. If and when this change occurs, it would mean a 3 month bonus as it were for State employees as increments would probably accrue on April 1 rather than the following July 1 as for that year we would have a 9 month year instead of a 12 month year.

The Governor further recommends that during the war period an embargo be placed on non-defense capital outlays from borrowed money. This would mean that we would not use the various bond issues already approved and in some instances appropriated for building houses, bridges, roads and grade crossing elimination. In many instances this will mean hardships to State employees who are engaged in these tasks. It would be well if some kind of an agreement could be worked out whereby the engineers and architects whose work is curtailed in the State on account of such an embargo could be loaned to the Federal government without loss of State seniority and State pension rights.

The Governor was able to recommend the decrease in taxation due to a surplus as a result of increased business conditions. On the last day of the last fiscal year which was June 30, 1941, for the first time in years the State had no deficit but a surplus of a little more than \$7. million. It looks now that the total revenue for the present fiscal year ending June 30, 1942, will be \$409. million and expenditures \$382.6 million. This leaves a spread of \$26.4 million and it is due to this spread that the Governor sees his way clear in recommending the 25% decrease in this April's income tax payment which would amount to about \$18. million. The total decrease would be \$21.6 million, but \$3.6 million would come in the 1942-43 fiscal year as the payment would be in October. With the spread \$26.4 million and the tax reduction \$18. million, there would still be a surplus of \$8.4 million which added to the surplus of \$7. million already noted would make \$15.4 million as a surplus of June 30, 1942.

In the 1942-43 fiscal year, the one covered by this message, the Governor foresees the revenues as \$390.5 million and the estimated Budget is \$380.7 million. From this spread of \$9.8 million there must first be deducted \$3.6 million (the 1942

25% reduction from the October payments of income tax.) This would leave a surplus of \$6.2 million which added to the kitty of \$15.4 million already on hand would mean a surplus of \$21.6 million on June 30, 1943. From this surplus would come the proposed 25% reduction on the 1943 income tax estimated at \$19. million. This would leave a surplus of \$2.5 million, that is, as of July 1, 1943.

The Governor has again this year, as he has done in past years, divided the budget into four parts. First, the State budget proper; Second, debt service exclusive of relief bonds; Third, State aid, relief excluded; Fourth, unemployment relief, both payments to the localities and debt service.

The first two groups apply to the State as a unit of government, while the second two groups apply to the localities as units of government. The first group, State budget proper, is broken down into current expenses, general charges and capital outlay. The current expenses of the State are estimated at \$117.4 million this year, as against \$112.1 million. This is an increase of \$5.3 million. These current expenses can be further broken down into administration of State departments, including the Legislature and Judiciary, cost of the institutions and cost of our agriculture schools and colleges. For the coming year the administration of our State departments is \$2. million greater than last year. This year the estimate is \$54.6 million as against \$52.6 million for last year. In this category comes the \$5. million additional for defense and the \$1.5 million additional for increments. To have made the aggregate increase only \$2. million when there are \$6.5 million of definite increases, there must have been many reductions in administrative items. I have already mentioned the \$3.1 million increase in institutions. This brings the total cost of institutions to \$55.6 million for the coming year as against \$52.4 for the current year. The third item in the current expenses is the money for the schools and colleges, \$7.2 million as against \$6.9 million for this year.

The second group of the State budget proper is general charges. This includes workmen's compensation, taxes on State owned property, claims, interest, pension fund, etc. It is estimated at \$14.5 million in

this Budget as against \$13.3 million last year.

The third item is capital outlay. Last year the appropriation was \$22.1 million. This year the request is for \$18.2 million. Of this \$18.2 million, \$10. million is for the maintenance of highways; \$6.7 million for highway construction and the remaining \$1.5 million for necessary repairs in our various institutions and public works.

The second group, Part II, of the 1943 Budget is debt service—\$29. million as against \$25.3 of last year. I have already stated the reasons for this reduction.

Part III of the Budget is for State aid. Here we find a reduction of \$4.1 million—\$142.3 million as against last year's \$138.2 million. The decrease in State aid for education is \$2.3 million—\$119.5 million last year as against \$117.3 million this year. This is due to the reduction in average daily attendance of children. Governor Lehman again followed the plan as outlined by the Legislature several years ago, the requirement based on the statutory formula minus 2%. There was a decrease of \$1.9 million in State aid for social welfare—\$17.9 million last year, \$16. million this year. This decrease is due to the reduction in the case load. State aid for highways stays the same as last year, about \$4. million, and State aid for health is \$865 thousand this year as against \$844 thousand last year.

Part IV—State Budget, unemployment relief. Last year \$50. million was appropriated for the State's share of relief in localities. This year \$43.6 is estimated. Last year the debt service for relief was \$20.2 million, this year it is \$19.8 million. It must be remembered that since 1936 the State has been on a pay-as-you-go policy for unemployment relief. This debt service is for the serial bonds issued from 1933 to 1936. This makes the estimated total for relief \$63.5 million as against \$70.2 last year. Here is a total reduction of \$6.7 million.

In addition to the State aid to localities we also have the shared taxes, that is taxes which are collected by the State and returned in whole or in part to the localities. The Governor's pie chart tells us of our tax dollars spent for State government purposes—47% is for State government and 53% is for the lo-

(Continued on page 66)

The Payroll Deduction Plan

FOR INSTITUTIONAL EMPLOYEES

TO PURCHASE U. S. DEFENSE BONDS

By WILLIAM J. DOUGHERTY
*Executive Assistant to State
Comptroller*

The extension of the State Payroll Deduction Plan to employees of institutions has been announced by Comptroller Joseph V. O'Leary. During the early part of February, the campaign to enlist these employees in the great national effort to "save for democracy" will be well under way. Judging by the many inquiries already received from institutional employees, success as great as that which has marked the departmental campaign can be looked forward to with confidence.

In the previous issue of this magazine, the details of the plan were described for the benefit of State employees. In addition, the plan has been printed in a very attractive booklet by Comptroller O'Leary, and a copy of this will be handed to every institutional employee who is interested. However, the matter is one of such importance to our readers, that some of the more salient features of the plan and its benefits are again reviewed below.

The Plan in General

Institutional employees should understand clearly that the entire purpose of the plan is to induce them to save a regular portion of their pay for the purchase of United States Defense Bonds. This is accomplished by the employee authorizing the Comptroller to deduct \$1.00, \$1.50, \$2.00, or such larger amount as he can afford, from each pay-check. The Comptroller accumulates these deductions for the benefit of the employee, and when \$18.75 is on hand to the employee's credit, the Comptroller arranges for the purchase of a United States bond which will be worth \$25.00 in ten years. The delivery of the bond to the employee, or to any person he may designate, is also arranged for by the Comptroller.

So, in a few words, the employee merely authorizes the deduction. The State Comptroller does the rest.

Some employees have been hesitant about signing the payroll deduction authorization because of a fear that they may be unable to cancel it, if necessary.

This fear is not warranted. While it is hoped and expected that employees will not cancel authorized deductions without good and sufficient reasons, the plan is purely voluntary. The authorization can be cancelled or decreased at any time upon the giving of written notice to the Comptroller. And in all such cases, moneys to the credit of the employee will be promptly refunded.

Another point to be borne in mind is that the bonds can be redeemed for cash sixty days after the date of issue. They pay no interest for the first year, so that it is to the benefit of owners to hold the bonds until maturity, which is ten years from the date of issue. However, where the need for cash develops before maturity, the bond is just as good as money in the bank.

Purpose of Plan

Doubtless many employees with small incomes are wondering why they are being asked to lend a portion of their pay to a Government dealing in budgets that run to billions of dollars. There is a natural inclination on the part of these individuals to ask how the investment by them of a few dollars a month in United States bonds can contribute in any material way to a war effort so stupendous. Possibly the immediate sacrifice required—even although the money is to be repaid—may seem out of all proportion to the gain to the country.

Employees are urged not to think of matters in this light. As everyone who reads the newspapers knows, these are critical days in the history of our country. Almost overnight, it must convert its labor and its machines from the production of automobiles, radios, refrigerators, and the thousand and one luxuries that we have come to regard as necessities, to the production of planes, tanks, ships, guns and

other weapons of warfare. At the same time, the nation must draw off from production millions of young men and train them to fight the enemy on fronts all around the globe.

This is a task so huge that the participation of every American in it, in howsoever small a way, is required. This vast production of military necessities must be paid for with the people's savings. And this means, in its turn, that each of us must do without many things to which we have become accustomed.

Soldiers on the fighting fronts do not stop to ask themselves whether the sacrifices they are asked to make can contribute materially to the final victory. Similarly, we on the home front, who are asked to back up the fighters with our dollars, must take it for granted that the immediate sacrifices we make are well worth while.

These considerations should be firmly held in mind by employees when they decide the amount of the deduction that they will authorize the Comptroller to make. No one is, or should be, urged to do without the necessities of life. But if each does his share, no sacrifice of necessities will be demanded of any one.

Prevention of Inflation

The payroll deduction plan is, as previously stated, a plan to help finance a war. It has, however, other objectives that, in many ways, are scarcely less important. One of these is to assist in warding off an inflation which, in its post-war effects, might well do serious damage to our economic system.

State employees should be particularly interested in this purpose of the plan, for it is the salaried worker, with his more or less rigid income, who is the first to suffer, and the last to get relief, from the effects of rapidly rising price levels.

No knowledge of economics is necessary to grasp the point that, if workers will forego all luxuries during the war and put their savings in

(Continued on page 49)

Civil Service Notes

BY THEODORE BECKER
State Department of Civil Service
State Civil Service Laws, Rules and Regulations. The latest edition of the State Civil Service Law, Rules and Regulations, which brings up to date provisions of the law and rules relating to such subjects as appointment, probationary term, transfer, promotion, disciplinary action, lay-off, leave of absence, reinstatement, increments, salary adjustments, and classification of positions, will be available for distribution on February 16. New features of this 200 page publication of the State Department of Civil Service are the Fite Civil Service Extension Law, under which civil service has been extended to the counties, towns, villages, school districts and special districts throughout the State; the sections of the Military Law relating to the civil service rights of State employees inducted into the federal armed forces as selectees, enlistees or as members of the National Guard, Naval Militia or the Federal Reserve Corps or Force; and a key-word index. Copies are fifty cents each and can be obtained by calling at the offices of the State Department of Civil Service, 23rd floor, State Office Building, Albany or by writing to **Mr. Harry G. Fox** at the same address. Mail orders must be accompanied by a check or money order made payable to the **State Department of Civil Service.**

* * *

Oaths on Civil Service Applications. The officers before whom oaths on civil service applications can be taken by persons in the military or naval forces of the United States have just been set forth in a memorandum by **Joseph Schechter, Counsel to the State Civil Service Department.** Such officers must be in active service and of the rank of 2nd Lieutenant or higher in the Army of the United States or the United States Marine Corps, or of the rank of Ensign or higher in the Navy of the United States. Such officers must state their rank, the name of the city or other political subdivision of the county or place where the oath was taken and that the person taking the oath was a member of the military or naval forces of the United States, as the

case may be, and engaged in military or naval duties. Other officers listed in the memorandum before whom oaths may be taken within the State of New York include a judge; an official examiner of title; an official referee; a clerk, deputy clerk or special deputy clerk of a court; a notary public; a mayor; a justice of the peace; a city magistrate; a police justice of a city; a surrogate or special surrogate; a special county judge; a county clerk, deputy county clerk or special deputy county clerk; a commissioner of deeds. In addition, a lawyer duly commissioned to exercise the powers of a notary public may take such oaths. A lawyer taking such oaths must write his office and post-office address and the words "attorney and counsellor-at-law" underneath his name. Civil service applications which lack properly notarized oaths cannot be accepted. Much time and expense can be saved if applicants have their oaths notarized before the proper officer. It should be noted that oaths taken before postmasters are not adequate for the purposes of State civil service applications.

* * *

Hospital Attendants Wanted. Applications are now being accepted by the State Department of Civil Service in connection with the open competitive examination for the position of **Hospital Attendant**, State and County Institutions, the salary range for which is \$54.00 to \$66.00 per month, plus maintenance, with automatic time service increases bringing the salary to \$86.00 per month, plus maintenance. Applications, which can be obtained from the Examinations Division in the Albany office, must be filed by February 14 and accompanied by a 50 cents filing fee. The written examination, "testing general intelligence and elementary knowledge of the skills involved in the bathing, clothing, feeding, and cleaning of patients, and in the making of beds, cleaning of wards, and caring for the clothing and other property of patients, and an elementary knowledge of common health, safety, and precautionary measures required in the care of patients," is scheduled for February 28. Those who successfully pass this examination are al-

most certain to be reached for appointment in some hospital during the life of the list. Due to the national emergency there is an urgent need at present for male attendants. Promotion opportunities to other competitive positions in the institutional service are also available to Hospital Attendants. In this connection, an examination has just been announced for promotion to the position of **Special Attendant (Clerk)**, State Institutions and Hospitals, open to competitive class employees in State Institutions and Hospitals of the Department of Mental Hygiene, who are high school graduates or have had four years of office experience. The salary range of this position, the duties of which are clerical in nature, is \$62.00 to \$72.00 per month plus maintenance. The last date for filing is February 11.

Other State promotion and open competitive examinations scheduled to be held soon are listed below in **The Bulletin Board.**

The Bulletin Board

Promotion Examinations. The following are State positions for which promotion examinations have been announced recently (the dates refer to the last dates for filing):

Assistant Account Clerk (Albany Office—including Albany Area Office) Social Welfare. Usual salary range \$1,200 to \$1,700. February 17.

Assistant Account Clerk (New York City Office) Social Welfare. Usual salary range \$1,200 to \$1,700. February 11.

Assistant Stenographer, Civil Service. Usual salary range \$1,200 to \$1,700. February 17.

Canal General Foreman (Division of Canals and Waterways) Public Works. Usual salary range \$2,400 to \$3,000. February 17.

Chief Lock Operator (Division of Canals and Waterways) Public Works. Usual salary range \$1,800 to \$2,300. February 17.

Harbormaster (Division of Canals and Waterways) Public Works. Usual salary range \$1,800 to \$2,300. February 17.

Junior Industrial Hygiene Mechanical Engineer (New York Of-

rice) Labor Department. Usual salary range \$2,400 to \$3,000. February 17.

Senior Stenographer (Buffalo Office—Rehabilitation Bureau) Education Department. Usual salary range \$1,600 to \$2,100. February 17.

Senior Stenographer (Buffalo Region—Division of Parole) Executive Department. Usual salary range \$1,600 to \$2,100. February 17.

Open-Competitive Examinations. The following are State positions for which open competitive examinations are scheduled to be held on March 28 (applications must be filed by March 6):

4009 **Assistant Actuarial Clerk**, Insurance Department. Usual salary range \$1,200 to \$1,700.

4010 **Assistant Game Research Investigator**, Conservation Department. Usual salary range \$2,100 to \$2,600.

4011 **Assistant Institution Meat Grader**, Division of Standards and Purchase, Executive Department. Usual salary range \$2,100 to \$2,600.

4012 **Assistant Personnel Technician** (Municipal Service), Division of Administration, Department of Civil Service. Usual salary range \$2,400 to \$3,000.

4013 **Assistant Social Worker**, Department of Mental Hygiene. Appointments expected at \$1,200 and maintenance at Buffalo, Central Islip, Creedmoor and Marcy State Hospitals.

4014 **Assistant Veterinarian Bacteriologist**, Division of Laboratories and Research, Department of Health. Usual salary range \$2,400 to \$3,000.

4015 **Disease Control Veterinarian**, Department of Agriculture and Markets. Usual salary range \$2,400 to \$3,000.

4016 **Field Investigator of Narcotic Control**, Bureau of Narcotic Control, Department of Health. Usual salary range \$2,400 to \$3,000.

4017 **Game Research Investigator**, Conservation Dept. Usual salary range \$2,600 to \$3,225.

4018 **Head Cook**, Department of Correction. Usual salary range \$2,000 to \$2,400.

4019 **Junior Engineering Aid**, Department of Public Works. Usual salary range \$1,400 to \$1,900.

4061 **Industrial Research Assistant**, Bureau of Industry, Department of Commerce. Usual salary range \$2,400 to \$3,000.

4020 **Medical Records Librarian**, Institute for the Study of Malignant Diseases, Department of Health. Usual salary range \$1,600 to \$2,100.

4021 **Milk Accounts Examiner**, Department of Agriculture and Markets. Usual salary range \$2,400 to \$3,00.

4022 **Park Patrolman**, Conservation Department. Usual salary range \$1,500 to \$2,000.

4023 **Pathologist**, Department of Correction. Usual salary range \$3,120 to \$3,870.

4024 **Psychologist**, State Institutions and Agencies. Usual salary range \$2,400 to \$3,000.

4025 **Public Health Nurse**, Division of Public Health Nursing, Department of Health. Usual salary range \$1,800 to \$2,300.

4026 **Steam Fireman**, State and County Hospitals, Departments, and Institutions. Usual salary range \$1,500 to \$2,000.

4027 **Supervisor of Vocational Rehabilitation**, Bureau of Vocational Rehabilitation, Department of Education. Usual salary range \$2,760 to \$3,360.

4028 **X-ray Assistant**, Department of Health. Usual salary range \$1,400 to \$1,900.

4029 **X-ray Assistant (Therapy)**, State Institute for the Study of Malignant Diseases, Department of Health. Usual salary range \$1,400 to \$1,900.

The following are State positions for which unwritten examinations will be held. (Applications must be filed by March 28):

Bath Attendant, Saratoga Springs Authority. Usual salary range \$1,150 to \$1,650.

Foreman, Blister Rust Control, Bureau of Forest Pest Control, Conservation Department. Usual salary range \$4.00 to \$6.24 a day.

Applications for State examinations can be obtained from the State Department of Civil Service, Albany, N. Y.

* * *

Promotion Eligible Lists—The following are State promotion lists promulgated recently:

3262 **Assistant Budget Examiner** (Division of Budget) Executive Department.

3183 **Assistant Personnel Technician** (Classification) Civil Service.

3184 **Assistant Personnel Technician** (Examinations) Civil Service.

3185 **Assistant Personnel Technician** (Research) Civil Service.

3814 **Assistant Property Manager** (Bureau of Office Administration) D. P. U. I.

3190 **Assistant Stenographer**, Labor Department (exclusive of D. P. U. I., State Insurance Fund, Labor Relations Board and Board of Standards and appeals).

3091 **Assistant Typist**, D. P. U. I.

3159 **Chief Occupational Therapist**, Mental Hygiene.

3807 **Placement and Unemployment Insurance Superintendent**, D. P. U. I.

3152 **Principal Clerk** (Bureau of Accounts) Audit and Control.

3265 **Senior Clerk**, Civil Service.

3191 **Senior Clerk** (Albany Office—including Albany Area Office) Social Welfare.

3097 **Senior Education Supervisor** (Private Trade School), Division of Vocational Education, Education Department.

3805 **Senior Employment Manager**, D. P. U. I.

3174 **Senior Parole Officer** (New York State Vocational Institute) Correction Department.

3123 **Senior Statistics Clerk**, D. P. U. I.

FEDERAL INCOME TAX

It is unfortunate that there has as yet been no ruling from the Federal government in regard to whether or not maintenance should be included as a base for Federal income tax. At the present time all we can do is "sit on the fence" and say "do as you did" last year.

Ithaca Frolics

H. R. S. H. News

The regular monthly meeting of the Hudson River State Hospital Employees' Association was held in the Amusement Hall of the institution on January 21st. At the conclusion of the meeting motion pictures were shown by Vernon J. Kloepfer of Vassar Road, Poughkeepsie. The pictures were in color and included scenes of various national parks and the wilds of Canada. The Association voted to purchase a \$500 U. S. Defense Bond.

At the Sixth Annual Meeting of the H. R. S. H. Employees' Federal Credit Union held January 28th, Raymond A. Joyce, August Eitzen, Mary V. Manna and Elizabeth V. Ryan were elected as directors for a term of two years. Andrew J. Delaney was elected as a member of the Credit Committee for a two year term. Patrick Mucci and Margaret Scott were named to the Supervisory Committee for two years, and Howard Chase for one year. It was announced that the seven Directors of the Union would meet within a few days to elect officers for 1942. In the absence of President George G. Lozier, Vice-President Otto V. Faust presided at the meeting. The statistical report rendered at the meeting showed 684 active members, holding shares totaling \$45,814.09, and that the loans to members during 1941 totaled \$70,541.82. Loans made since the formation of the Credit Union total \$265,256.82. A four per cent dividend was declared on paid up shares, and it was reported that as of December 31, 1941, loans in the total of \$42,900.70 were outstanding.

John Livingstone, President of H. R. S. H. Employees' Association, and Vice-President of both the State-wide Association, and the Association of Employees of the Department of Mental Hygiene, and August Eitzen, Secretary-Treasurer of the Hospital Employees Association attended the meeting in Albany recently of the Mental Hygiene Association.

Mr. Livingstone also attended the conference with Governor Lehman on February 2nd with other representatives of organized State workers to appeal for the extension of the Feld-Hamilton Career Law to employees of State mental hygiene institutions.



THE KITCHEN BAND

Left to right: Don Wilcox, Norene Powers, Hazel Dingler, Gordon Halliday, Frances Bellis and Erwin Fitch. Scott Cone, also a member of the band, is not in the picture.

A New Year's Party was held by members of the Biggs Memorial Hospital Chapter at the Veterans' Hall in Ithaca. Entertainment, in the form of a Gay Nineties Review, was in charge of Irene Lalone and Mary Haller, the routine was under the direction of Billie Sullivan. These participating in the chorus

were: Hilda Weidenfelder, Helen Kingston, Anne Serino, Mary Haller, Eleanor Roach and Helen Donovan. George Swanson and Mrs. Gene Cunningham, as May West and escort, gave a vocal and whistling duet. A novelty kitchen band, under the direction of Hank Dunn, furnished the music.

Salary Adjustment Bill

(Continued from page 40)

St. Paul, Minnesota, since 1922 and in Canada since 1939. Automatic adjustments of this kind are provided for in numerous labor union contracts throughout the country and have uniformly been recognized as a satisfactory and equitable solution of the salary problem.

5—The plan would be extremely simple to administer. The figures showing changes in the cost of living are available in indices prepared by the United States Department of Labor and other recognized agencies. A board established by the Legislature would compile an index showing cost of living fluctuations for the State of New York as a whole and adjustments would be

made on the basis of the facts certified by this agency. All salaries throughout the entire State would be adjusted in the same proportion. The plan would operate automatically with a minimum of confusion and would stabilize wages with complete fairness to employees and taxpayers alike.

This plan, if adopted by the State of New York, would, we believe, rapidly spread to other governmental agencies and to private industry. Its widespread acceptance would tend to curb inflation and to remove that fear of the future which is present in the heart of every employee who faces unforeseeable increases in living costs.

The Capitol Beat

War time restrictions, particularly limiting the use of State automobiles only to urgent business, has caused the Conservation Department to curtail its educational motion picture service insofar as requests for operators are concerned. However, Conservation Commissioner Osborne points out that this need not deprive any sportsmen or service clubs or other groups of the use of conservation films. "The department," Commissioner Osborne states, "has a well-balanced film service library which covers many phases of conservation activities throughout the State. These films are available to all groups which are able to obtain the use or loan of a 16mm. motion picture machine. Within recent years many communities have acquired such projection equipment and a little scouting around will undoubtedly produce one."

Any group wishing to obtain the loan of a film, should first write in and secure a list of pictures available and then send their request in at least three to four weeks in advance so that there will be no question about the bookings.

An appeal to all patriotic citizens not to apply for birth certificates unless there is a pressing need for them was made by Dr. J. V. DePorte, Director of Vital Statistics of the State Department of Health, in an effort to eliminate any delay in issuing certificates urgently needed as the result of the present war conditions.

Next of kin will be notified of the safe arrival after induction of selectees at Army training camps. War has brought a definite change in the attitude of parents towards deferments. General Brown released the letter of a mother who had appealed to the President for deferment of her student son. After the attack on Pearl Harbor she wrote: "In every way this family is trying to cooperate with our government. My son will soon be in service." Brigadier General Brown also announces that local draft boards have been instructed to give names of selective service registrants to the

press, and permit the making of press pictures at the time of induction.

New York State is leading the Nation in the reduction of its relief load. The drop in New York case load has been more than three times as great as the decline for the rest of the country, 14.4 per cent for New York and 4.2 for the nation, exclusive of New York. The relative reduction in New York's expenditures has been eight times greater than that for the remainder of the nation, 16 per cent in New York and 1.9 per cent for the United States, exclusive of New York, according to a report entitled "Democracy Cares," recently made public by Commissioner of Social Welfare, David C. Adie.

In 1941 a total of 1,279 claims for death benefits were filed by the dependent survivors of workers who lost their lives while employed in various industries throughout New York State, according to a summary issued recently by Industrial Commissioner Frieda S. Miller. The validity of these claims must be decided and awards made according to the degree of dependency. This total compares with a total of 1,452 claims filed in 1937.

Secretary of State Michael F. Walsh disclosed recently that figures released from the Division of Corporations in the Department of State showed a total of 13,815 stock companies incorporated in the State in the twelve months of 1941 against 16,040 in the corresponding period in 1940. "This numerical decline in stock company formations and in capitalization aggregate as well as the increase in number of voluntary dissolutions in 1941," said Secretary Walsh, "may well be attributed to the transformation of the character of industry from a peace basis to one of war."

An adjustment in the form of three additional weekly benefit payments for a large group of New York State workers is provided in an amendment to the Unemployment Insurance Law, which was

signed by Governor Lehman on January 21st. The extra checks are designed to compensate for a shift in the "benefit year"—the period during which unemployed persons may receive benefit payments based on wages in a previous calendar year—from the period April 1-March 31 to the period June 1-May 31.

The "Daily Meal Planner," the latest booklet issued by the Milk Publicity Bureau of the State Department of Agriculture and Markets is breaking all records. Offered by newspaper and radio on January 7th, letters and postcards requesting a copy have been pouring into the Bureau's Albany Office at a 2,000 daily average.

"Our Schools in Our Country's Service" was the theme for the four regional conferences for district superintendents of schools according to an announcement by Dr. Edwin R. VanVleeck, Assistant Commissioner for Industrial Supervision, State Department of Education. The conferences began in Albany on January 20 and 21st, continued at Syracuse on the 27th and 28th, at Buffalo on the 29th and 30th, and concluded at New York City on February 4th and 5th.

With the signature of Governor Lehman, the first bill passed by the 1942 Legislature has become a law. Introduced the opening day of the session, the new measure permits unlicensed nurses to practice in New York State until after the war. It supersedes an earlier law forbidding those not licensed by the State prior to January 1 to practice.

Arrangements are being made for the manufacture of first-aid stretchers in the State's penal institutions. While many communications have been received from inmates asking what they could do in the interest of defense, the first move came from the Legislative Committee on Health Preparedness, headed by Assemblyman Lee B. Mailler of Orange County. The Department of Correction was consulted and

(Continued on page 66)

Editorial Page

THE STATE EMPLOYEE

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"IF"

If only that lieutenant who dismissed the listening post's report of approaching planes with "Awe—they're our own planes" had used his head and reported his discovery "Pearl Harbor" would not have happened. If only that commander who sunk that Jap submarine one hour before the Jap planes struck had reported the presence of enemy submarines immediately * * * If only weekday watchfulness had been Sunday watchfulness * * * If?—If?—If—

No sudden catastrophe, no accident fails to have its "ifs." Pretty nearly the smallest word in the English language—but what anguish, what terror, what recriminations, what change in all our lives is entwined in these two letters.

"For of all sad words of tongue or pen

The saddest are these 'It might have been'."

We suspect Whittier overlooked the shorter approach "It might have been," had it not been for "If."

The tragedy of it all is that "post mortems" are useless. The thing is done. Allez Oops' time machine doesn't work. We cannot push the clock back and start over.

Fortunately while there are certainly plenty of "ifs" in one's life, there are many that never materialize. For the employees of the State the most outstanding "if" which isn't an "if" runs "If there had been no Association . . ."

So what! Well, the State of New York has the best and soundest Retirement System in the world. Liberal, fair, at reasonable cost, it is the most outstanding inducement for entry into the State service and for continuance in the State service. On its payrolls the State has many hundreds of men and women who could easily get much higher salaries elsewhere who "stick" because of this Retirement System. The taxpayers of the State get dividends beyond measure out of their contribution to this system, which incidentally is not a gift to the employee but part of his compensation for his services.

Who fathered the Retirement System? Who nurtures and protects it? Don't forget that this is your Association. The Retirement System not only might not have been, it would not have been, it would not be, "if" there had been no Association.

One time not so long ago, over fifty per cent of the employees of the State worked twelve hours per day. They would still be working twelve hours per day "if" there had been no Association.

Last Monday the Budget made its annual appearance. Hundreds of employees looked with satisfaction on the workings of the Feld-Hamilton Law. There would never have been such a law "if" there had been no Association.

How about the Accident and Health and the Life Insurance Group policies? The lucky holders of these policies look with great satisfaction on the protection they afford. Like the Retirement System, these policies hold in the service many who now hate to go elsewhere and lose the cheap protection these policies hold. Another "if" which is not an "if."

The Association publishes a booklet listing dozens of outstanding improvements in employees'

hours, salaries, working conditions. Take time off some time and read them and then jump hard on the fellow who blandly says "What has that Association done for me?"

Unfortunately because there are always a few of such individuals the past has to be reviewed. But there is also a future, there is a war going on, the cost of living is going up, taxes are climbing, hours of service are lengthening. We cannot get tires, automobiles, sugar, rubber, refrigerators, washing machines and electric motors. Our mode of living is changing and the war has run but ten weeks. The future during the war and after it is new, unchartered, terrifically uncertain. Never have the employees needed a more united organization than now. Never has it been quite as important that there be a bulwark of sensible representation before the public, the Legislature, the Governor, as now. All kinds of proposals are not the gamut of legislative scanning. Where would the employees be "if" there were no Association.

Everybody agrees there should be some sort of wage adjustment in view of the higher cost of living. During and after the last war the State employee was the forgotten man. His salary was stagnated while all industry rose, solely because the Association consisted of but 600 brave souls and the rest failed to rally around. The men in the Legislature and the Governor are fair, reasonable and generous. They want to treat their employees just as fairly, reasonably and generously as does the private employer, but the employees must assert themselves if they need help. Look at the number of bills already in, aiming to provide a cushion to meet the cost of living. Look in vain for the same number to care for the underpaid employees during the last war and the 1920's. The difference again is in the "if." Yes, impressive evidence that there is an Association!

The Feld-Hamilton Law must be extended to the institutions. Since the original enactment of this law such a process has been the avowed

conviction of the Association. While there has been much loose talk on this subject by those who know little of the difficulties involved, let them be assured that many hurdles have been crossed. There are some groups who think all that is necessary to bring a thing like this to pass is "to introduce a bill." The last thing the Association does is to introduce its bill. When finally the bill is introduced the members affected can rest assured that the subject has been studied from all angles and that the bill represents not a shot in the dark, but a composite statement of necessary results. The extension of this law to institutional employees involves the repeal of present scales, a consideration of time service, commutation, and all the problems peculiar to institutional service. For years the Budget and the employees have been studying these problems and the solution has not been too easy. The bill is ready. Nothing remains but to convince the Legislature of the necessity of its enactment.

If history means anything it establishes that great reforms in State service are not brought to fruition without the support of a united organization, and, in every major instance, that organization has been the Association of State Civil Service Employees. There will be no "Pearl Harbor ifs" if all the employees of the State line up 100% and support whole heartedly their own State-wide organization.

The Cost of Living Bill

The cost of living bill is the outgrowth of careful consideration of many mansided problems by a committee headed by Dr. Frank L. Tolman with much advice thrown in by Counsel DeGraff who drafted it. It is a scientific plan. As usual, the Association presents the only measure which meets the issue squarely. If the cost of living keeps going up so does the differential under the bill. If the cost of living goes down so does the differential. The State employee is protected as is the taxpayer.

The bill applies to all employees and all services and all brackets. It recognizes that while the low salary brackets are naturally the ones hardest hit, nevertheless the family man in the medium brackets is having no easy time. Its graduating scale

gives everyone a fair break and as 75% to 80% in State service are in the lower brackets the general coverage adds comparatively little to the cost.

When you go into the grocery store and pay four to five cents more on every can you just better resolve to do a little missionary work for this bill. Your resolve will be strengthened if you try to buy a suit of clothes or a dress. Go into the Five and Ten Cents store and see how the pads of paper have shrunk and how lonesome the hair pins are. Look around and note how wage scales outside the State service have already recognized these facts.

LET'S GET TOGETHER ON THIS!

Ten O'clock Curfew

Gosh!! Did we read in the paper that some feller down in Washington wants the gals in the Federal service down there to go to bed at ten? Kinda hard to understand this coming from a feller but then can't always tell what new wrinkles them fellers in Congress will be up t' next. Claims they want them to get more sleep so they won't talk so much day times and work harder. Guess some of our Congressmen don't go to bed at all on this theory judging from the Congressional record.

Funny though how some people like to think people working for the Government don't work at all. Used to hear a lot like this around the State service but don't think we hear so much any more. Of course, there's always slackers but I bet you'd find just as many in any big corporation as in the State service, more in some places. We have worked in several and we know.

Pounding a typewriter all day or standing on one's feet filing all day is pretty tough. The service is full of gals doing just that and overtime too without any more pay and lots of them have to go to bed at ten just because they are all tired out and cannot do anything else but.

No, Gals, if you are looking for a job with the State better get ready to work. Funny cracks about cinches is pretty misleading. If the wisecracker knows of any such place let us know. We will be swamped with applications for transfers.

Payroll Deduction Plan

(Continued from page 43)

Defense Bonds, then any serious inflation will be avoided. When goods are scarce—as consumers' goods inevitably are during a great war—the more people rush to buy them, the higher will go the prices. Only so much of these consumers' goods will be made anyway. So, cut down your demands, and put the difference in Defense Bonds. Then, when the war has been won, and the articles you want are again being produced in volume, you will have the money to buy them. This is good, sound, American horse-sense. If we can get the idea over to all State employees, the enlistment of their spare dollars in the cause of their country will be won.

Progress of Plan

At this writing, statistics on the participation of departmental employees are too incomplete for any specific reporting. Deputy Comptroller Burns, who is in charge of the plan, states generally that the response of employees to date has been very gratifying; and that the campaign itself has resulted in a more complete understanding of the country's needs—and of the financial part which we civilians must play—than had been thought possible two weeks ago.

Employees who are hesitant about doing their share should take note of the fact that the entire work of keeping the thousands of individual accounts required by the plan is being done by employees of the Comptroller's office on a volunteer, overtime basis. This is a patriotic contribution that the rest of us can not afford to overlook.

We, therefore, urge all employees, whether of departments or institutions, who have not joined the Payroll Deduction Plan, to do so without delay. Your country needs your participation—NOW!

BUY . . .

U. S. DEFENSE BONDS

by

PAYROLL DEDUCTIONS

In-Service Training Notes

EDITED BY ALBERT H. HALL
Chief, Bureau of Public Service Training, and Secretary, Regents Council on Public Service Training, State Education Department.

A course of eight lectures designed to be of special interest to those concerned with treatment of crime, its causes and its control, has been arranged by the Court of General Sessions Probation Plan and Scope Committee of New York City, of which Irving W. Halpern, Chief Probation Officer, is Secretary. A distinguished group of psychiatrists, penologists and social workers will present the lectures. The course, which will be directed by Mr. Halpern, will be held in Conference Room 1012 of the Probation Department, Criminal Courts Building, 100 Centre Street, on Saturdays at 10:45, beginning January 10. Probation officers of other departments, parole officers, social workers in related fields and students of the social sciences are invited to attend.

* * *

Air raid wardens are now being recruited and trained in the State service. Stephen A. Smith, Jr., Superintendent of the State Office Building in Albany, is organizing air raid wardens for the building. Preliminary estimates indicate that six men will be required on each floor from the first to the twenty-first floors, and two men on all floors from the twenty-second to the thirty-first floor. These men are being instructed in their duties in an emergency. They will transmit necessary information to other officials and employees throughout the building. According to the State Defense Council "wardens may be men or women, preferably men, over eighteen years of age, except those classified in Group 1-A for selective service training." Warden Robert J. Kirby of Sing Sing prison has designated certain members of his guard staff to attend a six-week air wardens' course at Ossining.

* * *

The twelfth session of the Central Guard School, operated by the State Correction Department at Wallkill Prison is now in operation. Thirty-seven officers from ten institutions of the department are in attendance.

At the direction of Governor Lehman the New York State Fire Defense Training Program is now carrying out a State-wide program for the training of civilians in the control and extinguishment of incendiary bombs. Details of the instruction are being handled by members of police and fire departments who are graduates of the Edgewood Arsenal School operated by the Chemical Warfare Service of the U. S. Army, and the nine State Fire Instructors employed by the New York State Fire Defense Training Program. These men are training additional instructors who are in turn training civilians. They are also presenting lectures and demonstrations in their own areas. A set of instructions on the control of incendiary bombs has been issued to all citizens, business establishments and public and private institutions through local fire chiefs and defense authorities. Films and radio are being employed, in addition to newspaper publicity, to acquaint all citizens with the characteristics and control of these instruments of modern warfare.

* * *

The Council of Women and the Men's Group of the State Education Department have organized a joint committee to study the problem of induction training for new members of the department. The committee is now considering a tentative orientation course designed to acquaint all new employees of the State Education Department with the organization and functioning of the department and to enable them to make an early and effective adjustment to its administrative machinery. The committee is composed of Marion Hemstreet, President of the Council of Women, Roy G. Fales, President of the Men's Group, Dr. Warren Findley, Mary Brewster, Marie E. Prince, Vera M. Thompson, and the Chief of the Bureau of Public Service Training as Chairman.

* * *

The regular meeting of the State Training Personnel Council was held in the Regents Room, State Education Building, Albany, on Monday, January 12, at 2:30 P. M. This informal conference of State officials responsible for or interested in the development of training programs

for State and local employees will discuss problems of defense training at the State and local level. During the emergency the group will meet monthly and will devote principal attention to defense training.

* * *

The Police Department of Albany completed recently a war instruction school for all members of the Department. Instruction was presented on first aid, bombs and explosives, war gases, gas masks, gas protective clothing and shelters, methods of handling incendiary bombs, air raid precautions service, air raid warning systems, blackout regulations, evacuation problems, convoys and traffic problems, grounded enemy aircraft and grounded barrage balloons, looting and prevention of malicious acts, police protection to personnel and property, espionage and sabotage, observation and war time patrol.

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Attorney General's Opinion

ON MILITARY SERVICE

The following opinion was rendered by the Attorney General to the State Comptroller under date of January 7th:

"In answer to your general inquiry of July 31, 1941, as 'to the eligibility of State employees claiming membership in a National Guard organization other than the New York State National Guard, such as the New Jersey or Ohio National Guard,' for compensation under Section 245 of the Military Law, we advised you on that date that the statute meant only the National Guard of this State.

"Since that time there has been presented to us by their attorney a specific instance of several employees of the Rockland State Hospital who became members of a unit of the National Guard of New Jersey, located at Teaneck in that State at a distance of fifteen miles from the State Hospital, the nearest unit of the New York National Guard having been located at Newburgh, N. Y., approximately forty miles distant. Some of these employees joined after the issuance by the President of the United States of Executive Order No. 8530 on August 31, 1940, ordering their unit among others into active service of the United States but before the induction of such units into service on September 16, 1940. Others had been members since June 6, 1940. All claimed a desire to take part in the defense of the United States in the national emergency theretofore declared by the President.

"It may be observed here that on October 22, 1940, in an opinion to your office we re-affirmed the conclusion reached by Attorney-General Woodbury in 1916 (1916 Opinions Attorney-General 225) that an employee who became subject to orders for active duty by enlistment in the National Guard after the issuance of such orders, but prior to induction into Federal service thereunder, was entitled to compensation under Section 245 of the Military Law.

"The employees who became members of the New Jersey National Guard were not ordered to perform military service by or for

the State of New Jersey, nor were they required to serve as members of the National Guard of New Jersey under the constitutional and statutory authority of the Federal government to call upon the militia of the States (United States Constitution, Art. I, Sec. 8, Clauses 15 and 16; Art. II, Sec. 2, Clause 1; 32 U. S. C. Sec. 81a). The unit of which they, as members, was ordered into active service by the President as part of the National Guard of the United States under authority of the National Guard and Reserve Officers Mobilization Act of 1940 (Public Resolution No. 96, Aug. 27, 1940), and the applicable provisions of other existing statutes (see 32 U. S. C., Sec. 81).

"We must adhere to our original conclusion in so far as it holds that 'national guard' as used in Sec. 245 of the Military Law does not refer to the National Guard of other States, and we think it quite clear that service at the call of the State of New Jersey would not come within Section 245 of the Military Law. However, liability for and actual service as members of the National Guard of the United States calls for consideration of another category covered by that statute, namely, members, of the 'reserve corps or force in the federal military, naval or marine service.'

"The federalization of the National Guard became fully accomplished by the act of June 5, 1933, with the creation of a National Guard of the United States consisting of the federally recognized units and members of the National Guard of the several states, territories and District of Columbia (32 U. S. C. 4a). The statute expressly constitutes it 'a reserve component of the

army of the United States' subject to draft into the active service of the United States (32 U. S. C. 81; Public Resolution No. 96, August 27, 1940). It is ordered duty in the service of the United States as members of such reserve component of the Federal military forces that is being performed by the employees of the Rockland State Hospital in question.

"In my opinion, this brings them within the above mentioned category of Section 245 of the Military Law and you are accordingly advised that they and all other State employees performing ordered military duty under such circumstances are entitled to the salary payments provided for by the statute."

Membership Committees

The following committee has been appointed by Leo F. Crotty, President of the Central Islip State Hospital Chapter, to obtain the renewal of members, and secure the membership support of employees of that institution: Charles Ward, Carpenter Shop; Roy Smith, Engineering Department; Bryan Hynes, Paint Shop; Larry Martinson, Electrical Shop; Patrick Conwell, Transportation; Jay H. Towne, Farms (Outside); Dennis Maloney, Group B; William Leach, E and F; Mr. McGarry, S (Male); Marie McAdams, H; David Lally, K; Henry Holbein, L (Male); Olin Case, Admission Service (Male); Lucille LaRoche, Culinary Department; Hilda Heines, Administration; Roland Glodzga, Laundry; Edward Fayden, Storehouse; Timothy Fitzgerald, Firehouse; Michael Convery, Group D; Letitia Collins, A and M; Hannah Donlon, S (Female); Eliz. Kleinmier, G; Benjamin Jolley, I; Mrs. Connolly, L (Female); Mabel Gilmartin, Admission Service (Female); Loretta Shaughnessy and Mildred True, Group J.



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Safety-Responsibility Law

BY CARROLL E. MEALEY

Commissioner of Motor Vehicles
EDITOR'S NOTE: This is the third and last of three articles prepared by Commissioner Mealey for the readers of the "State Employee" explaining this new law.

In the previous articles I outlined the broad aims and policies behind the new law and took up the question of financial responsibility, showing how these provisions would apply in practical situations, particularly in respect to accidents and to the legal judgments which so often result from those accidents. I conclude this series with a description of the remaining provisions of the law, with special emphasis upon safer and more careful driving.

Under the present Vehicle and Traffic Law, if you are convicted of certain serious offenses, such as drunken or reckless driving or leaving the scene of an accident, your driving license will be suspended. When this happens, the new law requires the Commissioner of Motor Vehicles also to suspend all car registration certificates and plates issued to such an individual. Thereafter the offender will be unable to recover his driving license, car registration and plates until proof of future financial responsibility is given for all cars owned by him. Forfeiture of bail is considered a conviction.

The new law also provides that if the driving record of a motor vehicle operator becomes sufficiently bad, in the Commissioner's judgment, as to threaten the welfare and best interests of the public, he may require that person to furnish proof of future financial responsibility and suspend his or her driving privilege until such proof is given. This is a safety provision. Constantly repeated minor offenses indicate carelessness; they may grow into major offenses, and cause serious accidents. The law seeks to prevent those accidents if possible. If it cannot do so in every case, at least it ensures financial compensation to the victims for the damage and injury that results or the removal of the offender from the road so that he shall do no more damage with an automobile.

Under certain conditions the law requires the Commissioner to deny

registration privileges to cars that have been involved in accidents. If the registration certificates and plates of a motor vehicle have been suspended for failure to satisfy a judgment, for failure to pay any installment on a judgment or confession of judgment, or for failure to post security when required following an accident, the motor vehicle involved cannot again be registered in this State by anyone unless the requirements of the law are first met by the person whose license was suspended. This means that if a person sells his car, or transfers it to another member of his family or anyone else, after losing his registration privileges for any of the reasons above named, the new owner will not be able to obtain registration plates in this State for the car. This denial of the privilege of registration will be maintained until the requirements of the law are met by the person whose license was suspended.

There are, however, three classes of persons exempt from this provision: (1) a receiver in bankruptcy or a trustee in bankruptcy appointed under the laws of the United States; (2) the holder of a lien or mortgage upon the car, taken before January 1, 1942, or any person claiming title from such lien holder or mortgagees; and (3) a judgment creditor who has recovered a judgment in any action resulting from the accident on account of which the vehicle's registration was suspended. Security deposited with the Commissioner of Motor Vehicles may be used only for the payment of a judgment against the persons making the deposit, and any balance of same will be returned to the depositor at the expiration of a year, provided no legal action is pending and there is no unsatisfied judgment.

Under certain circumstances the law affects residents of New York State while operating cars in other states or Canada. For instance, if a resident of New York State is convicted of certain offenses, such as drunken or reckless driving, or has a judgment taken against him in any other State or in Canada, upon receipt of notice of this fact the Commissioner of Motor Vehicles is required to proceed in the same man-

ner as though the occurrence was in this State.

You will note that the principal penalty for non-compliance with provisions of the law is the suspension of driving and car registration privileges. These are forfeited until the offending operators or owners comply. If a person who has neither license nor registration becomes subject to the law as the result of an accident, he will be guilty of a misdemeanor and subject to fine and imprisonment under the traffic laws. He will also be barred from driving or registering a car in this State. Other penalties include the following:

Failure to report an accident constitutes a misdemeanor and is ground for suspension or revocation of the offending driver's license or registration, or both.

Driving while operating privileges are suspended because of failure to furnish proof of responsibility, or the act of an owner in knowingly permitting the operation of his car after its registration has been suspended is punishable by imprisonment for not less than two days nor more than six months, in addition to a fine of not more than \$500.

Operation of a motor vehicle in this State by a nonresident whose New York State driving privileges have been withdrawn under this law, is punishable by a fine of not more than \$1,000, imprisonment for not more than 30 days, or both.

The Safety-Responsibility Law does not apply to such vehicles as taxicabs or busses carrying passengers for hire, or trucks acting as common carriers, as these are covered by other laws, nor does it apply to State or publicly owned vehicles.

The Safety-Responsibility Law will not apply to self-insurers. A self-insurer is a person having registered in his name in this State more than 25 motor vehicles, who has obtained from the Commissioner of Motor Vehicles a certificate of self-insurance. The Commissioner is authorized to issue such a certificate if he is reasonably satisfied the applicant will be able to pay any judgments for damages. A certificate of self-in-

(Continued on page 66)

Local Activities

Rochester Chapter Elects

At a special election of the Rochester Chapter held January 12th, Neil J. Goodman of the Rochester office of the State Tax Department, was elected to succeed Douglas Petrie of the Division of Placement and Unemployment Insurance, who resigned from office upon entering federal service. Paul Ryan of the Department of Public Works was elected as delegate to succeed Eugene Cusker, also of the Division of Placement and Unemployment Insurance, who resigned from State service to enter private employment.

All officers of the chapter are to be installed at its first Dinner Dance to be held February 11th, at the Sagamore Hotel, Rochester. Many prominent individuals have been invited to attend, and arrangements for a successful affair have been practically completed by the dinner chairman, Sherry Bellisamo, of the State Insurance Fund Staff.

At a special meeting held January 27th, President Goodman appointed the following standing committees, with the approval of the executive council of the Chapter: **Publicity**, Raymond L. Munroe, Tax Department; Carrol E. Lewis, Social Welfare; and Paul L. Ryan, Public Works. **Legislative**, William F. Skuse, Education; William N. Posner, Labor; Arthur Wasserman, Tax; Clerene Schuster, State Insurance Fund; and Anthony DeRoss, Conservation. **Education**, Marion Repp, Labor; Ward C. Davis, Tax; and Clemence Neubauer, State Insurance Fund.

Members elected by the employees of their respective departments to represent them on the Executive Council of the chapter are: Education, Walter F. Prien and William F. Skuse; State Insurance Fund, Clerene Schuster and Clemence Neubauer; Social Welfare, Mary M. Keating and James A. Rickey; Tax, Raymond L. Munroe and Ward C. Davis; Monroe Co. A. B. C. Board, Louis M. Mauro and A. W. Yogg; Conservation, A. W. DeRoss and William J. Lindner; Public Works, Paul L. Ryan and Roy Quandt; Labor, Marion Repp and Lawrence Culiano; State, Samuel Frazetta, Jr.;

Agriculture and Markets, Carolyn G. Cochran and Reuben Jaffe; and Health, Loyise Hosenfeld and Carl Springstead.

Ogdensburg Notes

At the regular monthly meeting of the St. Lawrence State Hospital Employees' Association held January 21st, a large gathering turned out to hear the report from the delegates who attended the meeting recently held in Albany of the Association of Employees of the State Department of Mental Hygiene. Considerable interest was manifested in the chances of the Feld-Hamilton Career Law being extended to mental hygiene institutions during the present year, and to what action was being taken to adjust present low and inadequate schedules of institutional employees.

The first mixed bowling tournament held at the Hospital Bowling Alleys has just ended. First prize went to the team of Doctor James Brown, Roger Tracy and Eileen Farrand. Second place was captured by the team of Kenneth Roseboom, Clifford Moore, and Albertina LaRocque, with third award going to the team of Ernest Downey, David Alton and Julie Riska. Prizes for the secret score and tournament average score were won by the team composed of William Burnbull, Augustus Bean and Margaret Brian. To console those people who could not make the pins behave, a defense stamp was awarded to the two lowest teams: Charles Mitchell, Bert Stockwin, Helen Campbell, George Travis, James Robinson and Marion S. Raymo. Plans are now being made for an elimination bowling tournament to be held in the near future.

The Entertainment Committee of the St. Lawrence Employees Association is now working on plans for a Lincoln Day's Dance to be held on the evening of February 11th, at Curtis Hall. From advance reports the usual large attendance is expected.

Clarence Stevens, Leonard Cobb, and Charles Stone, who were recently released from military service, have been recalled to active duty.

Credit Union Meeting at Buffalo State Hospital

The Annual Meeting and Dance of the Buffalo State Hospital Employees' Federal Credit Union was held January 24th, in Crescent Hall, Buffalo. Mr. Andrew V. Harris presided at the meeting attended by over 300 employees. The credit union has thus far purchased U. S. Defense Bonds in the amount of \$6,660.

A resume of the Financial Report submitted by the credit union at its annual meeting follows:

December 31, 1941

Loans due from 253 members	\$33,675.16
Cash in Bank	4,685.57
Petty Cash	5.00
United States Defense Bonds	6,660.00
Furniture and Fixtures ..	100.00

Total Assets	\$45,125.73
Savings of 534 Members ..	\$41,640.38
U. S. Bond Remittances ..	150.00
Reserve for Bad Debts ..	1,339.21
Undivided Profits	1,996.14

Total Savings, Earnings & Reserve	\$45,125.73
Total members at end of 1941	534
Loans made since organization	\$236,231.15

Helmuth Meetings

Two meetings of the Gowanda State Hospital Employees' Association were held recently, one in the afternoon, and one in the evening, so that employees of all working shifts could attend. About 55% of all employees of the institution attended.

A report of the delegates who attended the recent meeting of the Association of Employees of the State Department of Mental Hygiene was read into the minutes. Resolutions were adopted opposing any increase in working hours, favoring the extension of the Feld-Hamilton Career Law to institutional employees, and in favor of an emergency increase in salary for ward service employees and legislation to provide payment of commutation to employees living outside the institution not receiving such allowances.

All Over the State

The Annual Dinner of Broome County Chapter

The First Annual Dinner of Broome County Chapter of the Association was held at the Hotel Arlington on the evening of January 17th. Guests included State Senators Roy M. Page and Chauncey Hammond, Assemblymen Floyd E. Anderson and Orlo M. Brees, Vice-President of the Association, J. Earl Kelly and Executive Secretary, Joseph D. Lochner.

Assistant Industrial Commissioner Michael T. Foley acted as toastmaster. Chairman for the dinner was Mrs. Margaret Moran of the State Health Department.

Wassaic Meeting

A special meeting of the Wassaic State School Chapter was held January 14th to hear the report of delegates who attended the meeting of the Association of Employees of the State Department of Mental Hygiene recently held in Albany. Delegates to that meeting from Wassaic were: Mrs. Mary O. Blessing, President of the Chapter; Mrs. E. Dana, Thomas Ahearn and George Penfield. The meeting was well attended.

Duffy Elected President

At the Annual Meeting of the Craig Colony Employees Association, Frank Duffy was elected as President for 1942. C. B. Rice was elected Vice-President; Julia Cordon, Secretary; and Howard Kingston, Treasurer.

The largest attendance than at any meeting held in the past discussed thoroughly and then voted to affiliate with The Association of State Civil Service Employees as an official Chapter.

Oneonta Election

The following members of the Oneonta Chapter were elected to head committees for 1942 at a meeting held January 16th. The member and the committee each is chairman of, follows: Robert Foley, Legislative; Mary Ahearn, Auditing; John Bruce, Grievance; Erma Chamberlain, Social; Margaret Reed, Publicity.

Defense Training



R. J. Quandt and H. F. LeBrecque

R. J. Quandt, Rochester, and H. F. LaBrecque, Syracuse, on January 27, 1942, completed a five-day course of training in Civilian Defense conducted by the Federal Bureau of Investigation, the classes being held in Auditorium of the Central New York Power Corporation Building, 300 West Erie Boulevard, Syracuse, New York. Both employees were designated to attend the course by their District Engineers, upon invitation of Commissioner of Highways, Guy W. Pinck.

The course of training was very intensive and included instruction in such subjects as convoying, blackouts, guarding of utilities, surveys of industrial plants, evacuation, gas decontamination, air raid precaution, espionage, sabotage, trends of the various "isms," and other subjects relating to emergency war duties of police.

The course was given under the direction of Special Agent in Charge Arthur Cornelius, Jr., of the Albany Field Division of the Federal Bureau of Investigation, and the classes were conducted by H. A. Smith,

Special Agent from Washington, D. C.

The course of training was based on observations made by representatives of the FBI sent to England in the Fall of 1940 by John Edgar Hoover, Director of the Federal Bureau of Investigation, to study the work and problems of the English law enforcement officer under war conditions. The lessons learned by the English people at such a cost of life and property are being made available to the American law enforcement officer through the medium of these schools which are designed to teach the officers in attendance the suggested methods of handling problems brought on by bombings and war conditions in order that they may return to their respective communities and impart their knowledge to other members of their departments, thus enabling each municipality, county or state, to better prepare for any emergency.

Certificates of attendance are being issued by Mr. Hoover from Washington for those who completed the course of training.

Bedford Hills Election

Mrs. Lillian Vaughan Fish has been reelected as President of Westfield State Farm Chapter of the Association for 1942 at the recent annual meeting. William Nelligan was elected Vice-President, William Johnston, Treasurer and Inez Connors, Secretary. Joseph Lennon was elected as delegate.

The administrative department on the Chapter's Executive Council is represented by the recently appointed Assistant Superintendent, Anna Catherine Miller. Other departments represented on the council include: education, engineering, industry, guards, maintenance, medical, parole, matrons-reformatory, matrons-prison and clerical.

Special committees soon to be appointed for 1942 include Entertainment, Grievance, Legislative, Membership, Sick and Publicity.

Regular meetings of the chapter are held on the second Monday in each month.

Warwick Meeting

Percy H. Bramman was elected President of the State School Chapter at its annual meeting December 29th. Donald L. Patterson was selected as Vice-President, Michael J. Fitzgerald, Treasurer. Mrs. Florence K. Smith is acting as Secretary of the Chapter pending an election to that office.

A Social, including dancing, card playing and games, was held by the Chapter on February 2nd. A series of such socials are being planned by the chapter.

A Victory Dance will be held under the auspices of the Chapter in the School Gymnasium on Lincoln's Birthday, February 12th. Music will be furnished by Charlie Sloat's Orchestra. Proceeds are to go to the War Relief Fund of the American Red Cross.

It is reported that former chapter president, Ralph G. Conkling, although confined to his home in Middletown, is on the road to good health, which is good news to his fellow employees.

At the meeting, December 29th, Donald L. Patterson was elected as delegate of the chapter, and William P. Downey as alternate. President Bramman appointed the following Social Committee: Florence K. Smith, Chairman; Alice H. Albing and Margaret Rawlins.

Brentwood Card Party

A Card Party, sponsored by the Pilgrim State Hospital Chapter, was held in the Assembly Hall on the institution grounds, on January 26th. A large number of employees attended, a variety of games were played and refreshments were served. A U. S. Defense Bond was awarded as a prize.

A special meeting of the chapter was held January 16th to hear the reports of the following delegates sent to the Albany Meeting of the Association of Employees of the Department of Mental Hygiene: Charles J. Mahoney, Mrs. Lucille Zimmerman, Morgan Chubb, Frank Nietzel, Charles Burns and Mrs. Doris Waldron.

Association Joins Civil Service Assembly

In accordance with a decision reached at the December meeting of the Executive Committee, the Association recently applied for, and was accepted, as an Affiliate Agency Member of the Civil Service Assembly of the United States and Canada, a well-known organization devoted to the improvement of standards and practices in the administration of public personnel.

Syracuse Credit Union

At the annual meeting of the Syracuse State School Employees' Federal Credit Union held recently, the following directors and committees were elected; Directors: Dr. Maria S. Naples, Edward Minor and Bernard J. Collum. Credit Committee: Mr. Donald H. Orr. Supervisory Committee: Frank E. Coleman, Mrs. Ashby, and Katherine T. Burke.

A dividend of 4% on all paid for shares was declared. The Treasurer's salary was increased \$5 per month. The Union purchased a U. S. Defense Bond in the amount of \$1,000. Members of the Credit Union saved during 1941 the sum of \$6,329.06, and the total amount loaned to members was \$28,665.54. The present membership of the union totals 238, assets are \$21,965.12; and outstanding loans, \$17,650.89.

The following officers were elected for 1942: President Frederick J. Kruman; Vice-President, Albert Stevens; Treasurer, Andrew Letham and Clerk, Dr. Maria S. Naples.

Coxsackie News

Walter J. Mason, President of the Coxsackie Chapter of the Association reports that his chapter has just purchased a \$200 defense bond. Plans for the first social event of the year are being made by the Chairman of the Social Committee, Henry Walters, and it is to be a dinner dance to be held sometime in February. George Drojarski, Chairman of a Special Committee on Transportation, advises that he has a schedule prepared which would be acceptable to employees of all working shifts, and is negotiating with a bus company regarding rates, etc. This committee was formed because of the inability of the employees to secure auto tires, and because of the large percentage of employees of the institution that live considerable distances from their work.

District No. 8 Officers

Thomas E. Ringwood was elected as president of the employees group of District No. 8 of the State Department of Public Works, Poughkeepsie, for the ensuing year. Other officers elected were: Vice-President, LeGrand Piron; Secretary, Hazel Walsh; and Treasurer, Daniel J. Bonia. Directors elected were: for two years, Harold Hommel; and for one year each, E. J. Howe and S. J. Holmes.

At Orangeburg

President of Rockland State Hospital Chapter, Frank Cadigan, appointed Thomas Knapp, Building 37; Arthur Gifford, Main Office; and Emil Bollman, Building 17; to care for the work involved in renewing all members of the Association for 1942, as well as to secure the membership support of non-members.



The School and Defense

BY E. R. VAN KLEECK
*Assistant Commissioner of
Education*

Before discussing the schools and defense, I should like to voice the point of view that there is no necessary conflict between achievement in the "tool subjects," the "Three R's," on the one hand and attainment in the other more nebulous, less tangible but vitally important aspects of rounded child-development. My opinion has been and continues to be that, on the contrary, there is often a high degree of correlation between success in these two sides of the educational program.

We wish to give pupils a solid foundation in the means of expressing themselves, like oral and written speech, penmanship and spelling. We want the boys and girls to be able to compute accurately, to think logically, to read with understanding. Nowadays, in our civilization, we want them also to know much about society—people in the mass—through studies of history, civics, economics. We want them to understand themselves and their environment, and so we now begin teaching "science" in the lower grades of the elementary school. We want children to be physically efficient, to have some manual dexterity, to appreciate and enjoy the fine arts, and, above all, to be reasonable individuals, able to get along with other people. We covet for our boys and girls many other things which I shall not attempt to enumerate here. What I am trying to say is that it is a mistaken notion to think that we must choose among these goals. Our pupils can learn to cooperate, to be tolerant, to work and play together without its being necessary to neglect multiplication or spelling, or handwriting. In fact, we might be willing to agree that such fundamentals ("foundations") as the ability to figure and to spell help considerably in the problem of living happily with other people!

The central idea of modern pedagogy is child development. This is a dynamic, vibrant, living, growing, changing idea. Its core is democratic. In its essence it is democracy. In choosing school procedures to attain our double goal, the golden mean

will be found somewhere between stifling regimentation and chaotic inefficiency. In saying this, I am not discouraging experimentation. On the contrary, I am advocating it. I am not poking fun at expertness; rather I am saying that the real experts are the first to admit that they may not have final answers.

How, more specifically, can all teachers promote defense? Let each teacher:

1. Promote unity.
2. Minimize discord.
3. Operate democratically. Let's not be "democratic" in an autocratic way!
4. Encourage adult use of our school facilities.
5. Assist with such matters as the defense savings program.

These are humdrum, pick-and-shovel ideas, you who read this say. Of course they are! I know of no other way to reduce suggestions to the practical, to get out of the realm of the theoretical, to avoid more of the "words, words, words" approach which threatens to submerge us all in a sea of vocabulary.

6. Promote health. Help with "Education for a strong America." To be more specific, emphasize health materials in: Reading, Social Studies, Science. Physical education now stresses as a chief objective social fitness, so all physical directors are chiefly concerned with child development and all teachers can assist, although the guidance of specialists is always needed.

Everything the school does, everything the teacher does, has an implication for health. The Yearbook, "Education for Family Life," of the American Association of School Administrators states:—

"In addition to the information that the school should bring to the people, there is a greater need for constant attention to the effect of school conditions, school requirements, school practices, and especially the atmosphere of the classrooms as these influence body health. The school as an institution, conscious of its own interests, is tempted always to put emphasis upon objectives that it makes important because they fit into the traditional scheme. Byproducts of this attitude

that may work against the physical well-being of the child are the unnecessary strain of a long school day, rigid discipline, excessive stimulation, insufficient time for lunches, irrational punishments such as forcing the overtired child who has caused disturbance as a consequence of nervous fatigue to go without his recess, and the strain of riding long distances to and from school.

"Much that happens in the school program originates in motives that have nothing to do with the building of a sound body. It is difficult to see how it will be otherwise until it is generally understood that the school provides its instruction during the period of life when the physical body, including the nervous system, is assuming its adult characteristics; whatever else the school does, it must not antagonize this process."

7. Enhance the schools in the eyes of the public. If we believe that education is truly the bulwark of democracy, there is no more important way, from a long-term point of view, in which we can aid defense. Schools and school people must take the lead. One of the essentials of leadership is confidence in the leader. Our ideas need to be pointed toward the increasing necessity for public support that is ahead and to the need for public confidence in schools. The public in the main can be relied upon to do what is best for schools if it knows the facts. With schools, however, as with government, eternal vigilance is the price of liberty. Parent groups and the public in general must never be permitted to relax their interest in school affairs for, if they do, the schools will inevitably suffer. A battle such as ours is never won. We must keep before the people the realization that their school is their community's greatest public enterprise, its chief "public utility." We must remind them that the only legacy that many of them—and many of us—will leave our children is the preparation for adult life derived from schooling.

8. We need also, for our part in defense, a further considerable expansion of the organized and planned effort to have the ideals of American patriotism permeate every phase of the school programs. It is

not enough that subversive doctrine not be taught. There must be also the positive and purposeful indoctrination of democratic principles at every age and grade and with every device obtainable.

In indoctrinating, we should not neglect the **emotional** side. There's been too much removal of the active ingredient of emotion in our teaching of Democracy. Man does not live by bread alone. The child is more than a physical and mental being. He is a spiritual being. Attitudes are more important than facts, though their soundest base is in facts. Attitudes more than facts are saving England.

The attitude we want is one of love for America, appreciation of America. There is more to developing this than the dissection of the physical frame of our government. There is more than a rattling of the dry bones of our history. And, most emphatically, this involves something more than and in addition to the cataloging of our national faults and weaknesses and deficiencies.

It requires a **constructive** approach, a positive attitude, in our teaching. Surely we shall inform high school pupils of the slum conditions under which many people have to live. Surely we shall encourage discussion of ways to ameliorate these conditions and ways to get at their basic causes. But we shall not forget to bring to the pupils' notice also the improvement that has been made, the successful housing innovations of recent years, the ideals being sought. If we take the pupils to visit a slum, we shall take them also to visit a Federal Housing Project. We do not want the teachers of the Empire State acting as 82,000 Pollyannas, going about seeing only good in everything. But, and this is equally important, neither should they be 82,000 Jeremiahs bewailing continually that which is left undone which ought to have been done, and those things which are done which ought not to have been done. Here again we seek the middle ground, the golden mean.

How shall we indoctrinate democracy? By **practice** chiefly. And we should not merely practice democracy but should also serve up generous portions of patriotic participation. At the end of every year, including the kindergarten, I think children should include among their repertoire of songs at least one of

patriotic significance. We have "America," "America the Beautiful," "The Battle Hymn of the Republic," and now "God Bless America." I think that children should know the National Anthem, "The Star Spangled Banner" by the end of the 6th grade.

I believe in outdoor flag-raising ceremonies, using Boy and Girl Scout and Cub and Brownie participation. I believe in other types of pageantry. I even believe in **committing to memory** a few things like the Gettysburg Address, and parts of the Declaration of Independence. Yes, I said "committing to memory!" I advocate avoiding abuse of the memoriter procedure. I also oppose its complete disuse.

Let's have more "flag-waving," in the **better** meaning of the phrase! We haven't had enough. You know that as well as I. It's been considered by some a bit old-fashioned, a bit naive, shall we say, to teach the pupils to sing "America"—or it was until a year or so ago. Well, fortunately, things adjust themselves. When the pendulum swings too far one way, it tends sooner or later to swing back. Common sense in the long run asserts itself. Let us be careful lest the pendulum swings to the other and perhaps equally undesirable extreme. Here also, let us seek the middle ground, the golden mean.

Mental Hygiene Meeting

A meeting of delegates from mental hygiene institutions throughout the State was held under the auspices of the Association of Employees of the Department of Mental Hygiene in Albany, on January 12th, the night of the first trial black-out in the Albany Area. The meeting, well attended, was conducted throughout the black-out period.

Presiding at the meeting was President of the Mental Hygiene Association, John McDonald, of Rochester State Hospital. Also attending were Secretary-Treasurer Lucy S. Baumgrass, Marcy State Hospital; Vice-President John Livingstone, Hudson River State Hospital; Executive Board Members, Charles M. McBreen, Rockland State Hospital; Louis Illig, Harlem Valley State Hospital; and Herman Redmond, St. Lawrence State Hospital.

Delegates from the various institutions who attended included:

Brooklyn, Miss K. I. Collins and Joseph Walla; Buffalo, Keith S. Mummery and David Rodger; Central Islip, Leo F. Crotty; Gowanda, George B. Adams and F. L. Munn; Wingdale, R. A. Kinner, J. H. Anderson and Mr. Illig; Poughkeepsie, August Eitzen and Mr. Livingstone; Kings Park, Kenneth Borey; Wards Island, Sam W. Silver and George Whyte; Marcy, Leo Gurry, William Jackson and Ellis Truax; Middletown, Frederick J. Walters and Sam Decker; Brentwood, C. J. Mahoney, L. J. Zimmerman, M. L. Chubb, F. H. Neitzel, C. G. Burns, D. R. Waldron, J. Davis and H. W. White; Rochester, Mrs. A. Nichols and J. M. Johnson; Orangeburg, A. J. Gifford, A. Mannheim, M. Merritt, Dr. S. L. Leffell and Mr. McBreen; Ogdensburg, C. G. Beck, C. M. Julien, L. Keyes and Mr. Redmond; Utica, Patrick Carroll and Cathryn C. Jones; Letchworth Village, A. L. Chick; Newark, Benn Townley and H. C. Sawyer; Rome, Mrs. Ruth C. Stedman, Ralph Webb, R. Bouton, O. Jones and G. Schackay; Syracuse, Andrew Letham and Henry Swackhamer; Wassaic, Elizabeth Dana and Mary O. Blessing; and Craig Colony, E. J. Haley.

Dr. Frank L. Tolman, Chairman of the Salary Committee of The Association of State Civil Service Employees, John T. DeGraff, Counsel, and J. D. Lochner, Executive Secretary, spoke to the assembled delegates.

A thorough discussion of the extension of the Feld-Hamilton Law to institutional workers and all other problems of interest to institutional employees in which practically every delegate took part developed.

A special committee was selected at the meeting to wait upon Governor Lehman to inform him of the interests and desires of mental hygiene institutional employees.



Summary of Legislation Pending

The following is a resume of bills introduced in both houses of the Legislature which affect State workers and are of interest to them. This summary will be continued in future issues of THE STATE EMPLOYEE so that a complete record of these measures will be published. Record of legislative action on these bills is also noted.

IN SENATE

- Int. 20, Print 20—Senator Coughlin**
—Provides that person in competitive civil service class separated from or demoted in service shall be eligible for reinstatement for maximum period of eight instead of four years. Referred to Civil Service Committee. (Same as A. 17).
- Int. 21, Print 21—Senator Coughlin**
—Provides for allowance on superannuation retirement to officers and employees in State civil service at minimum retirement age, instead of at age 60, and for an additional pension based on years of service. Referred to Pensions Committee. (Same as A. 281).
- Int. 41, Print 41—Senator Phelps**
—Authorizes State Comptroller, on application of State employee to deduct not less than 5 per cent of salary for purchasing national defense stamps and bonds. Referred to Finance Committee.
- Int. 42, Print 42—Senator Phelps**
—Provides because of increased cost of living for 10 per cent per annum increase in annual compensation of all State civilian employees receiving less than \$2,000 per year and employed full time, total income not to exceed \$2,000. Appropriates \$4,000,000. Referred to Finance Committee. (Same as A. 37).
- Int. 43, Print 43—Senator Phelps**
—Provides that member of State retirement system may insure any loan from retirement fund against death by paying an additional premium, to be determined by actuary of retirement system. Referred to Civil Service Committee. (Same as A. 129).
- Int. 49, Print 49—Senator Wicks**
—Allows State and municipal officers and employees conscripted or volunteering for military service to be absent and to receive their regular compensation for 30 days and thereafter the difference between military and regular pay. Referred to the Military Affairs Committee.
- Int. 97, Print 97—Senator Condon**
—Permits widow of guard or employee in correction department receiving or eligible to receive retirement allowance, at time of death, to receive an annuity equal to one-half of retirement allowance if she was married and lived with deceased employee for at least ten years prior to his death.
- Int. 112, Print 112—Senator Page**
—Designates state normal schools as teachers' colleges, provides for board of visitors of seven persons, readjusts salaries of instructors, creates office of college president, makes other changes and appropriates \$225,000 to education department. Referred to Finance Committee. (Same as A. 117).
- Int. 113, Print 113—Senator Page**
—Authorizes Legislature to grant to honorably discharged veterans in original appointments to civil service, but not in promotions, preferences similar but subordinate to preference granted to disabled veterans; veterans are required to be citizens and residents for five years immediately preceding application. Referred to Judiciary Committee. On Jan. 15th referred to the Attorney General for opinion.
- Int. 134, Print 134—Senator Wicks**
—Provides that persons promoted to competitive civil service positions after examinations, shall not be required to serve probationary period and shall be permanent employees immediately. Referred to Civil Service Committee. (Same as A. 158).
- Int. 156, Print 156—Senator Kernan**
—Allows payment upon death to beneficiary of member of State retirement system from pension accumulation fund, of additional amount equal to 50 per cent of rate of compensation, after ten years of allowable service. Referred to Pen-
- sions Committee. (Same as A. 164).
- Int. 157, Print 157—Senator Kirnan**
—Allows member of State retirement system to contribute on basis of minimum retirement age of 55 by written election filed with Comptroller. Referred to Pensions Committee. (Same as A. 144).
- Int. 186, Print 186—Senator Feinberg**
—Provides that volunteer firemen shall not be exempt from jury duty unless on active duty. (Referred to Judiciary Committee.) (Same as A. 184).
- Int. 221, Print 226—Senator Coughlin**
—Provides that no disbursing officer of State, city or civil division shall pay any salary to provisional appointee holding office longer than four months. Referred to Civil Service Committee.
- Int. 222, Print 227—Senator Johnson**
—Allows classified civil service employees sick leave with pay for 15 working days a year, to be cumulative, but not to exceed six months in any fiscal year; department head may grant further leave of absence with pay; uniformed members of city police and fire departments are excepted. Referred to Labor Committee.
- Int. 235, Print 379—Senator Johnson**
—Provides that student nurses in State hospitals shall be paid \$20 a month for full time that they are in training including time they are away as an affiliate, not to exceed 36 months. Referred to Finance Committee.
- Int. 240, Print 251—Senator Riley**
—Changes classification of storekeepers in correctional institutions to that of steward. Referred to Penal Institutions Committee. (Same as A. 382).
- Int. 275, Print 286—Senator Muzziacato**
—Changes salary schedules for employees of State hospitals. Referred to Finance Committee. (Same as A. 327).
- Int. 303, Print 322—Senator Mahoney**
—Provides that hearings upon charges for removal of employees in competitive civil service class shall be held by officer or body having power of removal or by deputy or employee designated for that purpose who shall make record of hearing which

with recommendations shall be referred to officer or body for review instead of appeal. Referred to Civil Service Committee.

Int. 304, Print 323—Senator Mahoney—Makes provision for accidental disability retirement apply to all members of State retirement system, instead of to those under 60 years of age. Referred to Pensions Committee. (Same as A. 24).

Int. 305, Print 324—Senator Mahoney—Provides that examinations for promotion in civil service competitive positions shall consist of two parts, a written test and a credit for seniority and record, final average to be computed and list to contain names of candidates receiving 70 per cent or more. Referred to Civil Service Committee.

Int. 307, Print 326—Senator Mahoney—Prohibits rating of oral examinations as part of competitive promotion examination but allows use only for personal interview. Referred to Civil Service Committee.

Int. 368, Print 395—Senator Crawford—Allows credit for prior service to persons becoming members of State retirement system on or before January 1, 1943. Referred to Pensions Committee. (Same as A. 422).

Int. 398, Print 445—Senator Condon—Provides that civil service employees in competitive class in division of placement and unemployment insurance of labor department who on or after January 1, 1942, have been separated from service by federalization of functions of division, shall have name entered on preferred list for position last held by them for 4 year period; and shall also be eligible for promotion examination. Referred to Labor Committee. (Same as A. 487).

Int. 408, Print 455—Senator Seelye—Provides that in case of death of retired member of State employees' retirement system accrued allowance, when no option is selected, shall be paid to person designated, if living, otherwise to his estate. Referred to Pensions Committee. (Same as A. 561).

Int. 410, Print 457—Senator Seelye—Provides that interest on funds in State employees' retirement system shall be allowed for one year only after leaving service for mem-

bers who leave service and do not withdraw contributions. Referred to Pensions Committee. (Same as A. 558).

Int. 411, Print 458—Senator Seelye—Provides that allowance on superannuation retirement of member of State employees' retirement system shall include annuity from extra contributions as determined by comptroller and any other service allowances provided for by law. Referred to the Pensions Committee. (Same as A. 559).

Int. 412, Print 459—Senator Seelye—Allows member of State employees' retirement system credit until June 30, 1944, for service in employ of U. S. in defense program duties, and to contribute into pension fund as if he had been present and engaged in regular duty. Referred to Pensions Committee. (Same as A. 560).

Int. 428, Print 475—Senator Bechtold—Allows credit to members of State employees' retirement system for service as U. S. Marshall, or Collector of Customs. Referred to Pensions Committee. (Same as A. 518).

Int. 464, Print 520—Senator Farrell—Strikes out provision that salaries of officers and employees in State hospitals shall be uniform for like service, provides that salaries shall be fixed in accordance with provisions of Art. 3 of Civil Service Law, and defines hospital nurse's position as sub-professional service. (Same as A. 222). Referred to Finance Committee.

Int. 508, Print 579—Senator Coughlin—Provides State and municipal officers and employees who enter federal military service and are absent from civil duty shall not lose civil service rights and privileges during military service and two months after honorable discharge and shall receive pay differential of not less than \$25 per month. Referred to Military Affairs Committee. (Same as A. 630).

Int. 512, Print 583—Senator Coughlin—Authorizes member of civil employees' retirement or pension system for ten years or more, who is suspended or removed for charges, to file written demand for hearing which shall be held within 30 days and at which person shall be permitted to appear with counsel. Referred to Civil Service Committee. (Same as A. 468).

Int. 513, Print 584—Senator Coughlin—Provides employees in labor class of classified civil service shall be eligible to participate in or compete in promotion examination to competitive class after serving one year in labor class. Referred to Civil Service Committee.

Int. 521, Print 592—Senator Phelps—Provides for retention as provisional employees, present classified employees in division of highway maintenance and repairs in State public works department, subject to qualifying examinations to be held within one year. Referred to Civil Service Committee. (Same as A. 648).

Int. 553, Print 624—Senator Halpern—Increases from \$32 to \$40 a month the maximum for outside maintenance of employees of State hospitals, to be apportioned at rate of \$10 instead of \$8 per month for each meal per month and for lodging. Referred to Finance Committee. (Same as A. 631).

Int. 554, Print 625—Senator Halpern—Provides officers or employees of State hospitals occupying night positions between 12 midnight and 8 a. m. shall receive \$4 per month in addition to regular wages. (Same as A. 632). Referred to Finance Committee.

Int. 555, Print 626—Senator Halpern—Allows employees in State hospitals after one year's service, when ill, sick leave with pay of not less than 14 working days a year which shall be in addition to other sick leave period and shall not be cumulative for more than two consecutive years. Referred to Finance Committee. (Same as A. 633).

IN ASSEMBLY

Int. 17, Print 17—Mr. Crews—(Same as Senate Int. No. 20).

Int. 24, Print 24—Mr. McLaughlin—(Same as Senate Int. No. 304).

Int. 25, Print 25—Mr. McLaughlin—Provides for five day week for civil service employees of State and cities of 100,000 population or over, allows time off for overtime, prohibits employment in other business or trade during other two days, exempts military and police forces and makes other changes. Referred to Labor Committee.

Int. 37, Print 37—Mr. Shaw—(Same as Senate Int. No. 42). Referred to Ways and Means Committee.

- Int. 75, Print 75—Mr. Andrews—**Makes it a misdemeanor for any person controlling appointment of persons in civil service or service of any public utility, to discriminate against persons because of race, color or creed. Referred to Judiciary Committee.
- Int. 79, Print 79—Mr. Andrews—**Requires that public officers who pass over an eligible applicant for position in favor of lower eligible person, shall make sworn certification of reasons therefor with statement that such acts were not done by reason of race, color or creed. Referred to Civil Service Committee.
- Int. 98, Print 98—Mr. Crews—**Provides that in any competition for promotion in positions in competitive class of civil service, persons shall not be awarded any extra credit or advantage by virtue of education. Referred to Civil Service Committee.
- Int. 99, Print 99—Mr. Dorn—**Requires that State civil service commission and municipal commission shall compile and maintain a master list for each title and grade in competitive class within its jurisdiction with names of persons in order of original appointment, from which reinstatements and transfers shall be made instead of from a preferred list for each department or bureau. Referred to Civil Service Committee.
- Int. 102, Print 102—Mr. Guida—**Provides that in civil service examinations for appointment or promotion, credit shall be given for training and experience acquired in volunteer civilian defense services. Referred to Civil Service Committee and then to Defense Committee.
- Int. 129, Print 129—Mr. Archinal—**(Same as Senate Int. 43). Referred to Civil Service Committee.
- Int. 144, Print 144—Mr. Glancy—**(Same as Senate Int. 157). Referred to Civil Service Committee.
- Int. 145, Print 145, Mr. Glancy—**Repeals provision which suspended for one year salary increments for certain State employees and provides for computing salary or wages of labor dept. inspectors on basis of fiscal year commencing July 1, 1942, and thereafter in accordance with salary increase laws. Referred to Civil Service Committee.
- Int. 158, Print 158—Mr. Kreinheder—**(Same as Senate Int. 134). Referred to Civil Service Committee.
- Int. 163, Print 163—Mr. Owens—**(Same as Senate Int. 97). Referred to Civil Service Committee.
- Int. 164, Print 164—Mr. Owens—**(Same as Senate Int. 156). Referred to Civil Service Committee.
- Int. 219, Print 219—Mr. Holley—**Provides that when State employee is transferred to other than State activities after he has attained age 50 and has been a member of State retirement system for ten or more years, State shall continue its contribution on behalf of such employee until earliest possible retirement date. Referred to Civil Service Committee.
- Int. 221, Print 223—Mr. Barrett—**Provides that employees of State hospitals in mental hygiene department may receive not less than \$32 a month in addition to regular wages for outside board and lodging, whether or not there is lack of accommodations in institution. Referred to Health Committee.
- Int. 222, Print 224—Mr. Barrett—**Strikes out provision that salaries of officers and employees in State hospitals shall be uniform for like service, provides that salaries shall be fixed in accordance with provisions of Art. 3, Civil Service Law, and defines hospital nurses' positions as sub-professional service. Referred to the Health Committee.
- Int. 269, Print 271—Mr. Bormann—**Requires that suspension or reduction in grade of civil service employees shall be made in inverse order of original appointment irrespective of whether such service was in labor or non-competitive service, as now applies only to competitive class. Referred to Civil Service Committee.
- Int. 281, Print 283—Mr. L. Bennett** (Same as Senate Int. 21). Referred to Civil Service Committee.
- Int. 298, Print 300—Mr. Hammer—**Provides that State police shall receive salary increments for seven instead of six years with maximum annual salary at \$2,100 instead of \$1,900 and gives to members assigned to chief investigation bureau an additional annual salary of \$250. Referred to Ways and Means Committee.
- Int. 312, Print 315—Mr. Crews—**Appropriates \$5,000,000 for 10 per cent annual increase during fiscal year beginning July 1, 1942, for all State employees receiving \$3,000 or less per annum, to afford financial relief for increased cost of living due to war. Referred to Ways and Means Committee.
- Int. 327, Print 330—Mr. Catenaccio—**(Same as Senate Int. 275). Referred to Health Committee.
- Int. 376, Print 383—Mr. Barrett—**Extends to employees guarding buildings and grounds of State institutions, provision for 8 hour day and 6 day week and to employees whether or not their work is direct or primary. Referred to Labor Committee.
- Int. 382, Print 389—Mr. Peterson—**(Same as Senate Int. 240). Referred to Penal Institutions Committee.
- Int. 422, Print 429—Mr. Starkey—**(Same as Senate Int. 368.) Referred to Civil Service Committee.
- Int. 468, Print 475—Mr. Crews—**(Same as Senate 512). Referred to Civil Service Committee.
- Int. 481, Print 488—Mr. Rayfiel—**Extends to all State and municipal officers and employees absent on military, naval or marine duty provision granting pay differentials and appropriates \$500,000. Referred to Ways and Means Committee.
- Int. 487, Print 494—Mr. Washburn—**(Same as Senate 398). Referred to Labor Committee.
- Int. 490, Print 497—Mr. Zimmer—**Provides that person in military, naval or marine service of U. S. who was resident of State at time of entry shall receive \$10 a month from State, except employees who receive differential between civilian and military service. Referred to Ways and Means Committee.
- Int. 492, Print 508—Mr. Austin—**Protects tenure and other civil service rights of public employees voluntarily enlisting for military duty as well as those entering under selective service and training act or any other act of Congress. Referred to Military Affairs Committee.
- Int. 518, Print 534—Mr. Owen—**(Same as Senate 428). Referred to Civil Service Committee.
- Int. 558, Print 577—Mr. Fite—**(Same as Senate 410). Referred to Civil Service Committee.

Int. 559, Print 578—Mr. Fite—
(Same as Senate 411). Referred
to Civil Service Committee.

Int. 560, Print 579—Mr. Fite—
Same as Senate 412). Referred
to Civil Service Committee.

Int. 561, Print 580—Mr. Fite—
(Same as Senate 408). Referred
to Civil Service Committee.

Int. 572, Print 593—Mr. Davidson
—Prohibits disqualification of a
person registering for promotion-
al civil service examination be-
cause of his age, nor shall he be
penalized or barred after passing.
Referred to Civil Service Com-
mittee.

Int. 623, Print 654—Mr. Austin—
Provides for adjustments of sal-
aries for State civil service employ-
ees to accord with rising cost of
living based on index of U. S.
Labor Bureau and appropriates
\$3,000,000; with every 15 per cent
increase in living cost, salaries are
to rise 10 per cent. Referred to
Ways and Means Committee.

Int. 630, Print 661—Mr. Fogarty—
(Same as Senate 508). Referred
to Military Affairs Committee.

Int. 631, Print 662—Mr. Latham—
(Same as Senate 553). Referred
to Health Committee.

Int. 632, Print 663—Mr. Latham—
(Same as Senate 554). Referred
to Health Committee.

Int. 633, Print 664—Mr. Latham—
(Same as Senate 555). Referred
to Health Committee.

Int. 644, Print 678—Mr. Lyons—
Provides when member of State
police division is retired as result
of accidental disability and medi-
cal board reports that beneficiary
is engaged in gainful occupation
paying more than difference be-
tween retirement allowance and
salary for highest rank in divi-
sion for which he was eligible,
pension shall be reduced so that
his total income shall equal salary
for highest rank in division. Re-
ferred to Civil Service Committee.

Int. 648, Print 682—Mr. Lyons—
(Same as Senate 521). Referred
to Civil Service Committee.

Int. 668, Print 703—Mr. Gans—Al-
lows State and municipal officers
and employees who become mem-
bers of armed forces of federal
government by conscription or
otherwise, to be absent and receive
regular compensation for 30 days
and thereafter difference between
military and regular pay. Referred
to Ways and Means Committee.

Leave of Absence Rule Amended

Rule XVI, Subdivision 1, for the
classified civil service, governing
leaves of absence, was amended Feb-
ruary 2nd to read as follows:

1. a. Any person who has held a
Competitive position under the civil
service rules and who has been sepa-
rated from the service through no
delinquency or misconduct on his
part, by removal, resignation, sus-
pension, by leave of absence with-
out pay, may be reinstated without
re-examination in a vacant position
in the same office, department or in-
stitution, and in the same group,
subdivision and grade, within one
year from the date of such separa-
tion; or may be appointed within
one year from the date of separation
from the service, to a position to
which he was eligible for transfer;
provided that for original entrance
to the position proposed to be filled
by reinstatement, or appointment,
there is not required by these rules,
in the opinion of the commission,
an examination involving essential
tests or qualifications different from
or higher than those involved in the
examination of the original en-
trance to the position formerly held
by the person proposed to be rein-
stated or appointed. Absence on
leave for more than one year shall
be deemed the equivalent of a resig-
nation from the service upon the
date of commencement of such ab-
sence. In computing the one year
period within which a person may
be reinstated after resignation, time
of active service in the military or
naval forces of the United States or
the State of New York shall not be
considered.

b. Any person holding a position
under the civil service rules may,
in the discretion of the appointing of-
ficer or body, and with the approval
of the budget director, be granted
a leave of absence without pay for
a period of time not exceeding one
year to enter the service of the fed-
eral government or its associated
powers in time of war or to engage
in war industries for the United
States or its associated powers. Such
leave of absence, in the discretion of
the appointing authority, and with
the approval of the budget director,
may be renewed for additional peri-
ods not exceeding one year in each
instance without requiring such per-

son to return to his position in the
civil service between successive
leaves; provided, however, that no
such renewal of a leave of absence
without pay shall extend beyond
six months after the termination of
the war.

Woodbourne Activities

Approximately fifty employees of
Woodbourne State Prison cooperat-
ed on national defense by regularly
attending the fire-fighting course
given weekly at Monticello. The
course was sponsored by the State
Education Department which gave
certifications of completion to suc-
cessful participants. The cost of the
course was defrayed by the Sullivan
County Volunteer Firemen's organ-
ization. Of 259 employees who took
the examination on completing the
course, 202 were successful, with
employees of Woodbourne State
Prison among the highest in results.

It is reported that a great many
employees of Woodbourne State
Prison are also volunteers in the Air
Raid Observation Posts in the
neighborhood of the institution.



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Personnel Administration

IN THE MODERN STATE

G. LYLE BELSLEY

Reprinted from SOCIAL EDUCATION

We are all aware that the range and complexity of governmental activities have increased tremendously in the last few decades. If our forefathers of a century ago could visit us, they would be amazed at the tasks which public authorities perform and control today. In their time governments concerned themselves, in the main, with three fields of activity. They provided for the defense of the country by maintaining an army and a navy and by carrying on diplomatic relations with other nations. Secondly, they preserved peace and order within the country. Police forces and courts were the instrumentalities to these ends. Finally, they performed certain services which were socially necessary but which were unprofitable for private citizens to render.

Today these elementary functions of government remain but, in addition, a great many more have been undertaken. To some extent these new functions have been assumed because of changing philosophies of government. Most of them, however, are responses to the rather insistent demands of our complex, highly integrated, social life. The pioneer, isolated in his cabin, had little need of government. He satisfied his wants with his own production. Contacts with his neighbors were infrequent and largely social. But the growth of population and the application of scientific discoveries changed this individualistic era into one of interdependence. Specialization and professionalization proceeded rapidly.

Our Expanding Government

This change in modern life has brought about an increasing measure of social control. Such control has been absolutely necessary for the safety of the average citizen. For example, we have all become dependent upon government inspection of the meats we eat. Our pioneer was quite capable of appraising the quality of the game he killed or the meat be butchered. Our modern city dweller must buy blindly

at the butcher shop. A little blue stamp of the Department of Agriculture assures him that he is assuming virtually no risk in so doing. We who live in crowded cities are depending night and day upon the uninterrupted supply of water, electricity, and transportation services. If the government does not provide these directly, it regulates very closely the private owners who do supply them.

Not only do control and regulation through the State now touch our lives at many points, but the character of governmental activity has changed considerably. A century ago governmental action, like the Mosaic code, was principally negative. It forbade various anti-social actions. A service such as that rendered by the Post Office Department was an exception. Negative control is still important, but the positive or service functions of government are constantly increasing in number. The judge and policeman represent the negative side of governmental activity; the engineer, the public health officer, and the social worker represent the positive side.

Specialization in Administration

The growth in the number of governmental activities and their increasingly positive character have enlarged the administrative branches of our governments. The growth of the federal service illustrates this expansion. Fifty years ago the executive branch of the federal government numbered about 150,000 persons. Today the number is approximately 850,000. In the same period the population of the country has grown from about 60,000,000 to 130,000,000. Thus the federal service has increased more than five-fold while our population has doubled.

The growth in the number of government employees is only one of the significant trends in public administration. Within government service there has been an increasing specialization which parallels the growth in the complexity of our modern civilization. Few govern-

mental functions can now be performed by the "general agent" type of official. Governments must have their professionally and technically trained employees.

Necessity for a Merit System

These aspects of modern administration suggest the importance of a genuine merit system in public service. When government was remote and rarely affected the lives of individual citizens, and when its services were so non-technical that almost anyone of average intelligence could perform them, the methods of recruiting public employees and the conditions of their service were relatively unimportant. Today, however, we can neither afford the luxury of a public personnel system which does not make merit the criterion of appointment and advancement, nor countenance the dangers inherent in such a system. It is not alone a question of costly and ineffective public services. Incompetent personnel may involve the safety, health, and well-being of many citizens. A few months ago a citizens' group which was working for a civil service system in a small California city circulated a very effective campaign poster. "You shout, 'Fire,'" it read. "Maybe you're trapped by flames. Who do you want climbing the ladder to get you? A political appointee—or a fireman trained to his job?" This is a very pertinent question for every citizen to answer. Who do you want analyzing your city's water supply? Who do you want appraising your property? Who do you want building a bridge? Who do you want managing a hospital? Who do you want teaching your children? A friend, relative, or political creditor of the local boss? Or the most competent person your community can obtain?

When governments select engineers, doctors, chemists, firemen, policemen, and other officials on the basis of party loyalty or personal favoritism, they are not only wasting the taxpayers' money but gambling with their citizens' lives as well.

Besides its worth to us as a group of citizens, the merit system is

equally important to us as individuals—as people seeking employment in a field of prestige and practical social usefulness. With almost four million public employees in this country, government is the nation's largest employer. The administrative services of the federal, State, and large municipal governments comprise a cross-section of our working population. They employ laborers and manual workers by the thousand. They require all the skilled and semi-skilled trades—carpenters, plumbers, mechanics, and printers. They fill great office buildings with clerks, stenographers, typists, and bookkeepers. Every profession is represented: lawyers,

chemists, doctors, agronomists, accountants, teachers, journalists, statisticians, librarians, physicists, geologists, biologists, geographers, horticulturists, sociologists, astronomers, architects, and all the rest.

Thousands of young people trained in these professions have a right to look to government for secure and honorable employment. In the past, public service has had only a limited appeal for ambitious, energetic Americans, but this condition is rapidly changing. Our frontiers are now to be found in the development and improvement of our resources and our business and social life. Government must play an important and helpful role in this modern pioneering, since through it we can act cooperatively. Many young people who are eager to participate in this national development will have to do so through some public agency. It is not necessary to emphasize how essential the merit system is if there are to be real careers in government service. The spoils system is the antithesis of a career service. Positions in public service must go, in the first instance, to the most able competitors, and then these people must have opportunities to advance according to their merits.

The question is occasionally asked, Why have a formal merit sys-

tem; a civil service system? Why not elect good men to office and trust them to appoint capable subordinates? There are several answers to these questions.

In the first place, it is only through a formal merit system that the permanence of good personnel policies can be assured. Without a merit system based upon legal provisions, a change of elected leaders may bring a complete abandonment of the merit system of a previous administration. Of course it is true that unsympathetic politicians may evade the spirit of a civil service law and damage a merit system that has been established, but this is more difficult than the abandonment of an informal policy to make good appointments. The chief executive of a governmental unit who prides himself upon his progressive and modern personnel policies would do well to see that these are embodied in law lest they be subverted by less capable successors.

A second reason for preferring formal merit systems to those depending upon the personal policies of elected leaders is found in the fact that many of our governmental services, and even departments within the services, are so large that one man, however well-intentioned, seldom has either the time or the influence to bring about the changes he desires. Thus, for example, a governor may declare that all appointments in the State service during his administration are to be based upon merit and fitness. Yet most of the hiring and firing must be left to subordinates who may place varying interpretations upon the governor's policy. With no legal rules to guide them, and no central personnel agency to administer these rules, the governor's subordinates are likely to be as merit-minded as their own philosophies of administration dictate. In this way many campaign promises and good resolutions are undermined in practice.

In the third place, formal merit systems are essential to the establishment and continuance of career services in our governments. The young people who have prepared themselves and who are qualified for careers in federal, State, and local governments are entitled to the employment conditions which will permit them to realize these careers. Such conditions only exist permanently under a civil service system.

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Civil Service in Defense

BY CAPT. EDWIN J. CARPENTER
*134th Medical Regiment Fort
Jackson, S. C.*

The system of Civil Service is based on the broad principle that positions shall be filled by individuals most capable of carrying on the statutory duties of the position successfully. Throughout the years during which this merit system has been in force in New York State many individuals with specialist training have been attracted to State service. That the system has been of much benefit to the State and has afforded an inspiration to those who desire to become public servants is self-evident. Added proof of the truth of this statement, if such should be necessary, is afforded by a glance at the Service Record of those State employees who have entered the armed forces of the United States. Although State employees may be found in nearly every branch of military service, an insight may be gained into the general character of the contribution made by Civil Service employees through an examination of one particular unit—the 134th Medical Regiment.

The 134th Medical Regiment is a part of the New York State National Guard and was originally organized on September 1, 1940. The nucleus of the Regiment came from the old 102nd Medical Regiment, New York State National Guard, and it carries on the traditions established by the first pioneer medical units of the State. When the present national emergency made it evident that many of the State employees would be called into Federal Service, a large number elected to enlist in the National Guard units rather than wait until their number would be called in the draft. By doing so, they not only secured the advantages offered under the Military Law but were also in a position to select the branch of service in which their training and inclinations might be of the greatest benefit to the nation.

When the 134th Medical Regiment was activated, there were seven companies: two in Albany, Company G and Headquarters & Service; two in Corning, Companies A and H; two in Syracuse, Companies D and E; and one in Ticonderoga, Company B. Examination of the roster

of the Regiment reveals that thirty-six of the original enlistments were State employees. When the Regiment was brought to full war strength, there were three State workers among the selectees added to the Regiment, making a total of thirty-nine in all. Ten State Departments are represented in these enlistments. Quite naturally the largest proportion came from those interested in some line of medical work and twenty of the men came from the Department of Mental Hygiene. Of this group, Willard State Hospital alone contributed seventeen who enlisted with the companies from Corning, N. Y. They are: Sgt. Arthur O. Stout, Willard, N. Y.; Sgt. Harold E. Cuer, Ovid, N. Y.; Sgt. Joseph J. Cheroch, Watkins Glen, N. Y.; Sgt. Ettore J. Morganti, Willard, N. Y.; Sgt. Arthur Christensen, Willard, N. Y.; Sgt. John C. Worden, Willard, N. Y.; Sgt. Gerald M. VanNostrand, Willard, N. Y.; PFC Frank Rose, Seneca Falls, N. Y.; PFC Arthur Bennett, Willard, N. Y.; PFC Elijah L. Grace, Willard, N. Y.; PFC Raymond Sheldon, Willard, N. Y.; PFC Walter R. VanNostrand, Willard, N. Y.; Pvt. Wallace F. Hughey, Willard, N. Y.; Pvt. Harold D. Covert, Willard, N. Y.; Pvt. E. Grant Baley, Ovid, N. Y.; Pvt. John T. Doyle, Willard, N. Y.; and Pvt. Lewis B. Brewer, Ovid, N. Y.

State Education Department: Staff Sgt. Hugh M. Flick, Albany, N. Y.; and Sgt. James Blendell, Albany, N. Y.

Department of Health: Sgt. Frederick J. White, Albany N. Y.; Corp.

David Pollack, Albany, N. Y.; and PFC Gwendal M. Whitney, Albany, N. Y.

Department of Public Works: PFC Maurice F. Nash, Ticonderoga, N. Y.

Department of Social Welfare: Sgt. Oscar Perrin, Albany, N. Y.

Department of Taxation & Finance: Corp. Benjamin Doloff, Albany, N. Y.; Corp. William L. Abele, Albany, N. Y.; PFC Joseph Burkhardt, Albany, N. Y.

State Armories: Master Sgt. William G. Walsh, Albany, N. Y.; Master Sgt. Clarence D. Sprout, Albany, N. Y.; 1st Sgt. Joseph Uhl, Corning, N. Y.; 1st Sgt. Raymond T. Johnson, Corning, N. Y.; 1st Sgt. William W. Gregory, Ticonderoga, N. Y.; and 1st Sgt. Edward J. Morrissey, Albany, N. Y.

It is a matter of special interest to those who believe in the benefits of Civil Service to note that the major portion of the Non-commissioned Officers in the above list joined the National Guard as privates (\$21.00) prior to the induction of the Regiment on January 27, 1941, and due to outstanding merit have received their present ratings. Special training and practical knowledge of many of the men has been outstanding during the present maneuvers of the I Army in the Carolinas. They have done their work conscientiously and well and have been a benefit to the service. They are, however, looking forward to the time when they shall be able to return to their former work and carry on the projects which they have been especially interested in for the benefit of the State of New York.

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Budget Message

(Continued from page 42)

calities. That means that Part I and Part II of the Budget constitute 47% of the tax dollar and Parts III and IV constitute 53%. However, of the total taxes collected by the State 40% is for the State and 60% for the localities. In the last pie chart is included the State shared taxes.

The estimated expenditures is only one part of the Governor's Budget. The second part is the estimate of revenue. The Governor's estimates of revenue brings the war home more clearly than any other thing. During 1941 the State's revenue from gasoline was \$66. million. The Governor estimates that for 1943, the period covered by this Budget, the revenue will be \$35. million, and to think that all through the years of the depression the gasoline tax was the one tax whose revenue never declined!

During 1941 the revenue from motor vehicle licenses was \$41.8 million. The estimate for 1943 is \$26.5 million. The Governor estimates a decrease of \$3.9 million in the Alcoholic Beverage Tax from \$23.9 million to \$20. million, the inheritance tax, a decrease from \$27.7 million to \$20. million. The Governor estimates an increase in the cigarette tax, \$23.8 million to \$24.5 million; pari-mutuel tax, \$5.9 million to \$6.5 million; franchise tax on business corporations, \$36.4 million to \$57. million. Of course, the personal income tax will show no increase as this year there is no longer the emergency tax. Revenue from this tax last year was \$101.2 million. The estimated revenue without taking into consideration the 25% reduction is \$97. million for 1943. There are our primary sources of revenue.

In closing, I quote from both the Annual message and the Budget message. In the Budget message Governor Lehman says, "In my considered judgment this budget represents what it is necessary to do to strip the ship for action. Everything superfluous in the appropriation schedules has been thrown overboard, making it possible to recommend large tax reductions . . . We must spend money for nothing that does not directly contribute to the efficiency and morale of the citizenry of a State at war and the security of our country." Then quot-

ing from the Annual message to the Legislature, "The future of America is at stake. We have now the privilege of standing up and defending it. It is up to us." "We shall nobly save or meanly lose the last best hope of earth."

Letchworth News

On January 23rd the Letchworth Village Chapter sponsored a party on Mountain Lake, which was well attended. During the week of January 26th the Chapter's Annual Game Tournament began. Prizes will be awarded by the Community Store for Pool and Billiards, Bridge, Ping Pong and Pinochle tournament winners.

New cork bulletin boards have recently been set up in the club rooms and will be used exclusively for Association news. At two meetings of the Executive Council of the Chapter during January, reports were given as to the progress of the membership drive. With less than one month of the new year lapsed, it was reported that over 50% of the employees of the institution had already renewed their dues for 1942.

The Capitol Beat

(Continued from page 47)

agreed that stretchers could be built in the prisons. Assemblyman Mailer said that the first order was for 5,000 stretchers, made of ash and canvas. Since prison products cannot be sold in the open competitive market, the stretchers can be sold to localities.

* * *

Frederick C. Bulkeley, an architect in the Albany Office of the Department of Public Works, was guest of honor at a dinner given by his fellow employees January 27th at the Fort Orange Post Headquarters of the American Legion, Albany. Mr. Bulkeley's son, Lieut. John Duncan Bulkeley, U.S.N., was the commander of a P-T boat which sank a Japanese ship in the Pacific war zone; he also participated in another successful raid on enemy shipping.

BUY . . .

U. S. DEFENSE BONDS

by Payroll Deductions

Safety-Responsibility Law

(Continued from page 53)

insurance may be cancelled, following notice and hearing.

Let me repeat that the new law goes into effect on January 1, 1942; it does not apply to any civil actions or judgments arising out of motor vehicle accidents which occurred before that date.

Although this description reviews the main provisions of the law, it cannot in such a brief space fully cover all details of its requirements. I urge, therefore, that you read, and recommend to your friends, the official State bulletin entitled "You and the New Motor Vehicle Safety-Responsibility Law." Copies of this booklet may be obtained at most gasoline service stations or direct from the Bureau of Motor Vehicles.

Although the new law is a stern and far-reaching measure, I think you will agree with me that it is not unduly harsh considering the disastrous nature and rising trend of automobile accidents. The law certainly puts a premium on safer driving and offers adequate penalties to those who neglect their personal and financial responsibilities. Even with all of these new safeguards, we cannot hope to eliminate accidents. We cannot expect the new measure to produce a traffic Utopia. But this we do expect: if all safeguards fail and accidents happen, the victims will either receive just compensation or the offending drivers will be taken off of the highways of this State for the future.

In closing my remarks I shall risk the fault of repetition and once again point out, as I did in my first article, that you have a peculiar responsibility as State employees in respect to law observance. Your position carries with it an opportunity for leadership. Your friends and neighbors are greatly influenced by your knowledge of State law and administrative procedure. Also, as you know, the public is often confused by new duties and tends to resent changes in customs and legal requirements. We need your help, therefore, in carrying the public through this period of necessary education and difficult adjustment. I ask you, as responsible citizens and loyal servants of the State, to give this law your intelligent support.

Benefits of Group Insurance

By C. A. CARLISLE, JR.

In the last few years, there has been offered to members of this Association, who are employed by the State of New York, Group Life Insurance at a very low cost, and a Group Plan of Accident and Sickness Insurance, likewise at a very low cost. The fact that these two plans of insurance have been of great benefit to State employees, is evidenced by the fact that nearly \$622,000 in benefits have been paid out to disabled State workers having the foresight to be insured under the Group Plan of Accident and Sickness Insurance over the past five and one-half years, and over half a million dollars have been paid to beneficiaries of deceased employees insured under the Group Life Insurance Plan, since that plan started in 1939.

In a great many of these cases, the persons who have received these benefits could not have secured insurance in any other way whatever, and certainly could not have obtained it as easily and on such an easy payment plan as salary deduction, and at anywhere near the low cost charged under these plans of insurance.

It took a great deal of study by your Association officers, counsel, insurance committee and office staff to make these Group Plans of Insurance possible for State employees. Hundreds and literally thousands of letters have been received by the Insurance Companies and by the Association, from beneficiaries under the life, and accident and sickness insurance, indicating that the benefits they have received from this insurance provided by the Association, have come to them in time of distress, in time of need, and have been invaluable in the payment of debts, doctors and hospital bills, etc., and many other unforeseen liabilities. If these plans of insurance were to be discontinued, State workers would find it extremely difficult to replace the benefits they derive from the group insurance.

Of course, there has never been a bit of coercion in the promotion of the Association's group insurance. The acceptance or rejection of the insurance by any State employee has been entirely at the discretion of the employee, although at times when employees needed the protection accorded by the group insurance, and did not have it, many employees expressed the idea that the insurance should be compulsory. As a general rule, in a commercial group of any kind, when group insurance is taken out by the employer, every employee must enroll and pay his share of the premium, but in the case of the group insurance sponsored by the Association, it is an optional matter on the part of the employee.

A good deal of work is involved in servicing and efficiently operating the group insurance plans in order to make the payroll deduction and other features of the plans possible. However, this work on insurance for the benefit of State employees has never interfered with the prime objectives of the Association to improve the working conditions of State employees. In fact, group insurance has enabled greater consolidation and unity of State workers in their efforts to promote the progressive programs undertaken by the Association for the benefit of all State employees.

The insurance plans are cooperative enterprises made available to you at very low cost, and on a broad scale—broad coverage—quick claim service—easy premium payment through payroll deduction—and a real help to the distressed and needy employee.

Very seldom, but nevertheless once in a while, some State employee will question the value of the Association's activities on group insurance. This article is written partially to show this doubting employee that many persons have really benefited from the group insurance, that no one is required to carry it, and that the Association is only trying to help State workers by sponsoring these plans.

Because of our continuously expanding State service, many of our younger workers entering military service, and many employees leaving State work for temporary advantages in defense employment, turnover in State service is probably greater than ever before. As a result many new employees are constantly entering State service. Present policyholders in the group insurance, and members of the Association, could do their good deed each day by bringing the protection and advantages of the group life, and accident and sickness insurance plans to the attention of these new employees. The continuous success of any group insurance plan depends to an extent upon the "insurance spread" or the number of employees insured. The greater the number insured, the more successful and beneficial the group plan is liable to be.

Any interested employee may obtain detailed information or applications relative to the Group Life Insurance Plan, and the Group Plan of Accident and Sickness Insurance from any Association representative, from Association Headquarters, Room 156, State Capitol, Albany, or from the writer who is affiliated with the insurance agency handling the State-wide application of the group insurance, TerBush & Powell, Inc., 423 State Street, Schenectady, N. Y.

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Claims Settlement Under Plan OF ACCIDENT AND SICKNESS INSURANCE

By C. A. CARLISLE, JR.

Any State employee who is insured under the Group Plan of Accident and Sickness Insurance, as sponsored by the Association, should see that any claim for accident or sickness disability should be reported as quickly as possible to the nearest of the four following offices of the Commercial Casualty Insurance Company:

New York City—J. F. Kirby
59 John St.
Albany —J. C. Morrison
75 State St.
Rochester —M. O. Slee
1024 Lincoln-
Alliance Bldg.
Buffalo —M. L. Pauly
White Bldg.

Immediately upon receipt of a notice by any of these offices that an insured member has been hurt in an accident, or disabled due to sickness, a claim blank is dispatched at once to the claimant, with complete instructions as to the handling of the claim and a letter advising the insured not to forget medical attention is required at least once every seven days during any period for which disability is claimed under the policy, and advising that in case the insured does not have any sick leave left, or is off the payroll making deductions from salary to cover the insurance possible, that premiums should be paid direct to TerBush & Powell, Inc., 423 State Street, Schenectady, N. Y.

Tire allotments, due to the war situation, will prevent claim adjusters from using their automobiles continuously, and necessitate the settlement of many claims by mail. This can be done very easily with the cooperation with the injured or sick assured. If claim blanks are filled in completely and returned promptly; if the assured will assist our adjusting offices in making necessary investigations to establish the validity of claims; in furnishing requested information as to prior illnesses, time off, etc., settlement of claims may be made promptly and efficiently.

Very often one of the company's claim adjusters will go from Albany, traveling 100 to 150 miles, settling claims during his trip, and will stop in to see some person who is presumed to be sick. The claimant will not be at home, and upon investigation the adjuster will find that the insured has gone to another town or village, to New York City, to see another doctor, or to stay with a relative. If the adjusting office had this information, the visit may not have been necessary, and the claim could be transferred to the office nearest your new address. If you are not at the address shown on your claim blank, if you go away for any period of time, be sure to notify the claim office who is handling your claim, so that you can be given the claim service to which you are entitled.

In scattered locations of State employment, in institutions and elsewhere, occasionally a rumor arises that John Doe or some other policyholder cannot collect on his accident and sickness insurance in the event of disability because of some reason or other. Don't bother to spread rumors of this type. Write to the Association, or to the writer of this article, and with the approval of the person involved, we will be glad to furnish the true facts surrounding the claim. If the company is in error in the handling of a claim, you may be assured that satisfactory settlement will be made. It is possible for the claim adjusters to make mistakes, for they are human, but if it is called to the attention of the writer, every effort will be made to rectify any error.

So, in the future, if you hear that someone has not been able to collect under his accident and sickness insurance, write in, and let us give you all the details in the case. Of course, when you do, please send authority from the person involved in the accident or sickness, because without such authority, such details are considered as confidential information and cannot be given to any one who may be just inquisitive about that particular claim.

At this time, let me call your attention to the fact that any indemnities or benefits derived under your accident and sickness insurance plan is not subject to income tax and need not be reported as income to either the Federal government or to the State.

Please remember, the Association, TerBush & Powell, Inc., and the Insurance Company, wish to satisfy every policyholder of the group plan of accident and sickness insurance who submits a valid claim, and therefore cooperates in every way possible to assure the continued success of the group plan.

Many new employees are continuously taking up State service as a career. A service could be rendered such employees by acquainting them with the broad coverage and low cost of protection under the group plan of accident and sickness insurance, so that they may be protected when accident or sickness disability overtakes them.

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FICTION

Broad and Alien is the World, by
Ciro Alegria; tr. from the Span-
ish by Harriet de Onis. Far-
rar. \$2.75.

For generations the Indians of Rumi, a village high in the Andes, have lived a contended, tranquil community life, loving their land jealously. Suddenly in the 1860's all this is changed when the rich and avaricious Don Alvaro Amenabar decides to cheat them out of their land. In a leisurely novel, packed with colorful incident, the author follows the Indians, helplessly fighting for their rights in corrupt courts, now hopeful, now in despair, until finally resisting gallantly with their very life's blood, they are vanquished.

Mrs. Appleyard's Year, by Mrs. L. A. Kent. Houghton. \$2.

Mrs. Appleyard, a delightful Boston matron, and mother of four children, has reached the age when she "does not have to pretend to like the things she does not like." Luckily she appears to have unlimited zest and a very amusing and beguiling way of expressing her own opinions and of alluding to her family's methods of turning the tables on her, and her habits and "vices." Here month by month, Mrs. Appleyard is seen with the family summering in Vermont or engaged in her exhilarating winter activities.

Storm, by G. R. Stewart. Random House. \$2.50.

A junior meteorologist working in a San Francisco weather bureau feels that storms are really individuals with distinctive personalities and so he christens each new-born storm by a girl's name, and one in particular he calls Maria. It is with Maria's growth from babyhood to a roarer and then a killer, with the course of her career through the twelve days of her life and with the people who are deeply affected by her that this brilliant, dramatic and withal scientifically informing narrative is concerned.

Young Ames, by W. D. Edmunds. (Atlantic Monthly Press book). Little. \$2.50.

Without a penny to his name, cocky young Ames descends upon New York in the 1830's, bent on making his fortune, and straightway becomes "the most junior, junior clerk" in a big shipping concern at seventy-five dollars a year. In no time at all, young Ames is being entrusted with important missions and has the effrontery to fall in love with the niece of the senior member of the firm. The youth's fortunate exploits in business for his employers and for himself on the side, and the progress of his romance are related with verve against a background of incidents typical of New York during this period.

NON-FICTION

Fountainheads of Freedom; the Growth of the Democratic Idea, by Irwin Edman and H. W. Schneider. Reynal. \$3.75.

"What is cherished and what is cherishable in the democratic faith are best understood by seeing how the idea has lived and grown from the Old Testament prophets to the prophets of later ages . . ." For the clarification of the origins and the implications of the democratic idea, Mr. Edman has written an excellent introductory commentary, and with his collaborator has chosen documents illustrating the vitality and expansion of the basic democratic themes, including extracts from the works of Euripides, Aristotle, Calvin, Rousseau, Mill, Emerson, John Dewey and others.

How to Understand Current Events, by Leon Whipple. Harper. \$2.50.

Leon Whipple, professor of journalism in New York University, offers in this practical "primer" simple rules designed to explain how to discover and appraise what is important in the news, how to use the newspaper, the radio and the moving picture, and how to avoid the false views derived from irrational prejudice.

Introducing Australia, by C. H. Grattan. Day. \$3.

An important concise survey of Australia, its history, politics, industry, labor conditions, and cultural life, its position in the first and second World Wars and its international position and postwar tasks.

Out of the People, by J. B. Priestley. Harper. \$1.50.

In order that Americans should understand contemporary Britain, and what unofficial Britain is thinking and feeling, and because it is essential that progressive English and American minds who are planning and working for the future should understand each other, the English novelist and playwright describes simply and forcefully "the social and political ideas of the New Britain."

Volcanic Isle, by Wilfrid Fleisher. Doubleday. \$3.

Foreign correspondent in Tokyo for the eleven years ending in November, 1940, the author was in a position to observe at first-hand the evolution of totalitarian Japan, "the new Japan which aims to be supreme in Asia and to emerge as a partner of the Axis in a new world order." This then, is a frank, enlightening eye-witness account of the development of that "New Order," of domestic and foreign politics including changing relations with Germany, Russia and America.



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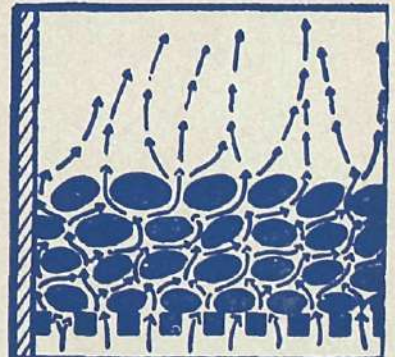
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